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ALBERTA CONSTRUCTION INDUSTRY UNION WAGE & BENEFIT REPORT

Alberta Labour
Planning and Research Branch
Statistics and Information Services
March, 1990

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FOREWORD

Until early 1984 virtually all Alberta construction collective agreements had a common term and expiry date. Since then only a few agreements were renewed up to 1988 and the common pattern was broken. Since 1988, most trades have renegotiated collective agreements. We are issuing a complete publication with new formatting and new settlements to replace the 1985 issue and the subsequent updates.

To assist users this report is presented in a loose-leaf format which will permit easy insertion of updates as they become available. For information about agreements not contained in this initial package the 1982 report should be consulted. If required, we still have some copies available for distribution.

Readers are reminded however, that due to the severe economic conditions recently affecting the industry, agreements which are expired and have not yet been renewed may not be a reliable indicator of conditions prevailing in the industry.

Suggestions and comments are welcomed and should be directed to Denise Meyer, Supervisor, Statistics and Information Unit at (403) 427-8531.

March 30, 1990

INTRODUCTION

This report is designed to meet the need for current wage rates and benefits provided to tradesmen working in Alberta's union construction industry. Included also are details on hours of work, overtime rates and recognized holidays. The information is drawn from collective agreements filed with Alberta Labour.

The report is divided into four major parts: Commercial and Industrial; Highway; Pipeline, and Projects. Each collective agreement is assigned a section number. All references in the Table of Agreements or the Occupational Index are to section numbers. The Occupational Index enables easy reference to the relevant collective agreement(s) when only the trade or occupational title is known.

For each trade the effective date of the rates or benefits is provided as well as any regional variations which may exist. The "net" rates are the actual wages and the "gross" is the sum of the "net" wage plus the value of all benefits whether paid to the employee or a specified fund. The following abbreviations are used in the report.

H.P. - Vacation plus holiday pay.
H. & W. - Health and welfare fund.
C.L.R. - Construction Labour Relations - an Alberta Association.
% Change - Refers in all cases to the change experienced in the "net" rate.

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PART I

COMMERCIAL & INDUSTRIAL CONSTRUCTION

Boilermakers -Province-wide -The Boilermaker Contractors' Association and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers

Dec 5/88 - Apr 30/91 Local 146

	Net	H.P.	H.&W.	Pension	Education & Training	Apprenticeship Fund	Gross	Admin. Fund	% Change (Net)
Journeyman Boilermaker									
Previous rate:	$19.82								
Sept 1/88	$19.66[1]	$1.966	$.87	$1.00	$.15	$.05	$23.696	$.15	-0.8
Dec 5/88	20.25	2.025	.87	1.50	.16	.06	24.865	.15	3.0
July 1/89	20.58	2.058	.87	1.75	.18	.08	25.518	.15	1.6
July 1/90	21.06	2.106	.87	1.75	.18	.08	26.046	.15	2.3
							Total over agreement		6.3

Helper: is now equal to the second year apprentice rate

Foreman: shall be paid a rate equal to the Journeyman's hourly rate plus 12%

Assistant Foreman: shall be paid a rate equal to the Journeyman's hourly rate plus 8%

General Foreman: shall be paid a rate equal to the Journeyman's hourly rate plus 18%

Apprentice:
1st year: 60%
2nd year: 75%
3rd year: 90%

- 8 hours/day; 40 hours/week - Monday through Friday inclusive
- 2 rest or coffee breaks on each shift, no duration mentioned
- 1 1/2 X for 1st 2 hrs, 2X thereafter, Saturday, Sunday and Statutory holiday 2X
- a meal (hot when possible) will be provided when an employee works more than 10 hours a day
- Recognized Holidays - New Year's Day, Victoria Day, Labour Day, Remembrance Day, Boxing Day, Good Friday, Canada Day (Dominion Day), Thanksgiving Day, Christmas Day, Heritage Day

NOTE: 1. The sixteen cents decrease between the previous rate and the September 1/88 rate was to build up the pension plan.

The previous agreement expired June 30, 1987 but the rate remained in effect until September 1, 1988.

Bricklayers -Province-wide -Masonry Contractors Association of Alberta and Bricklayers and the International Union of Bricklayers and Allied Craftsmen Local Unions 1 Edmonton and 2 Calgary

Jan 22/90 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Supp Pension	Gross	% Change (Net)
Journeyman Red Brick							
Previous rate:	$17.50						
D.O.S.	18.00	$1.80	$.45	$.55	$.00	$20.80	N/A
Jan 1/90	18.05	1.81	.45	.55	$.35	21.21	3.1
May 1/90	18.55	1.86	.55	.55	.35	21.86	2.8
Sept 1/90	19.05	1.91	.55	.55	.35	22.41	2.7
					Total over agreement		8.9

Foreman: rate of not less than $1.00/hour above the regular Journeyman's wage rate

Apprentice:
Probationary (less than 120 days experience): 60%
1st period (minimum 1600 hours): 60%
2nd period (minimum 1600 hours): 75%
3rd period (minimum 1600 hours): 90%

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 breaks of 10 minutes each
- 1 1/2X for all hours overtime Mon - Fri and 2X for all hours Saturday, Sunday and Recognized Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, First Monday of August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any additional day proclaimed by the Federal of Provincial Government

NOTE: The D.O.S. increase was not used as the signing date was January 22, 1990 and the January 1, 1990 increase was already in effect.

Bricklayers -Refractory Maintenance -Province-wide -C.L.R. Bricklayers Refractory Maintenance and The International Union of Bricklayers & Allied

Feb 24/89 - Apr 30/93 Local #1 Edmonton and Local #2 Calgary

	Net	H.P.	H. & W.	Pension	Suppl. Pension	Gross	% Change (Net)
Journeyman Refractory Class A							
Previous rate:	$19.00						
Feb 26/89	20.57	$2.06	$ .45	$ .55	$.35	$23.98	N/A
Sept 1/89	21.00	2.10	.45	.55	.35	24.45	2.1
May 1/90	21.64	2.16	.55	.55	.35	25.25	3.0
Nov 1/90	22.00	2.20	.55	.55	.35	25.65	1.7
					Total over agreement		N/A

Foreman: shall be paid not less than $1.00/hour above the regular Journeyman's wage rate

Apprentice:
Probationary (less than 120 days experience): 60%
1st period: 60% each period is a minimum of 1600 hours
2nd period: 80%
3rd period: 90%

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 breaks of 10 minutes each
- 1 1/2X for first 2 hrs Mon - Fri, 2X thereafter Saturday, Sunday and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

NOTE: Wages were not maintained from April 30/88 to February 26/89 therefore initial percentage change and total on net cannot be calculated.

Bricklayers -Refractory Construction -Province-wide -C.L.R. Bricklayers Trade Division and The International Union of Allied Bricklayers & Craftsmen Edmonton Local #1 and Calgary Local #2

Mar 26/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Suppl. Pension	Gross	% Change (Net)
Journeyman							
Previous rate:	$19.00						
Mar 26/89	20.57	$2.06	$.45	$.55	$.35	$23.98	N/A
Sept 1/89	21.00	2.10	.45	.55	.35	24.45	2.1
May 1/90	21.64	2.16	.55	.55	.35	25.25	3.0
Nov 1/90	22.00	2.20	.55	.55	.35	25.65	1.7
				Total over agreement			N/A

Foreman: shall be paid not less than $1.00/hour above the regular Journeyman's wage rate

Apprentice:
1st period: 60%
2nd period: 75%
3rd period: 90%

each period is a minimum of 1600 hours

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 breaks of 10 minutes each
- 1 1/2X for first 2 hrs Mon - Fri, 2X thereafter, Saturday, Sunday and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any additional day proclaimed by the Federal or Provincial Government

NOTE: Wages were not maintained from April 30/88 to March 26/89, therefore, initial percentage change and total on net cannot be calculated.

Carpenters -Province-wide -C.L.R. Provincial Carpenters Trade Division and United Brotherhood of Carpenters and Joiners of America. Local Unions: Local 846 - Lethbridge, Local 1322 - Edson, Local 1325 - Edmonton. Local 1569 - Medicine Hat, Local 2103 - Calgary, Local 2410 - Red Deer

Jan 31/90 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Apprenticeship Fund	Gross	% Change (Net)
Industrial Journeyman							
Previous rate:	N/A						
Signing	$19.50	$1.950	$.62	$0.80	$.015	22.885	N/A
May 1/90	20.25	2.025	.62	1.00	.015	23.910	3.9
					Total over agreement		N/A
Commercial Journeyman							
Previous rate:	N/A						
Feb 13/90	$17.00	$1.70	$.62	$0.80	$.015	$20.135	N/A
May 1/90	17.50	1.75	.62	1.00	.015	20.885	2.9
					Total over agreement		N/A

Industrial Foreman: rate is $2.00 per hour above the journeyman rate

Commercial Foreman: rate is $1.50 per hour above the journeyman rate

Apprentice:
1st year: 60%
2nd year: 70%
3rd year: 80%
4th year: 90%

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute rest breaks
- Recognized Holidays - New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday (August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day declared by Federal or Provincial Government

Industrial Work
-1 1/2 X first 2 hours Mon - Fri, 2X thereafter, Saturdays, Sundays and Recognized Holidays (for compressed work of 10 hours Mon - Thurs,1 1/2 X first 10 hours on Friday, 2X thereafter)

Commercial Work
- 1 1/2 X overtime Mon - Fri, first 8 hours Saturday and first 4 hours on Sunday, 2X thereafter and on Recognized Holidays

NOTE: 1983 rates were not maintained till this agreement so increases can not be calculated.

Cement Masons -Province-wide -C.L.R. Cement Masons Trade Division and Operative Plasterers and Cement Masons International Association, Local 139, Calgary, Alberta and Local 924 Edmonton, Alberta

Jun 26/82 - Apr 30/84

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Journeyman Cement Mason						
Jun 26/82	$15.28	$1.528	$ .35	$ .25	-	$17.408
Oct 1/82	16.18	1.618	.35	.25	-	18.398
May 1/83	17.33	1.733	.35	.45	.05	19.913
Nov 1/83	17.66	1.766	.35	.45	.05	20.276

Foreman: minimum wage shall be 10% above the minimum Journeyman rate corrected to the nearest $ .05/hour

Apprentice:
1st six month period: 88%
2nd six month period: 90%
3rd six month period: 92%
4th six month period: 94%
5th six month period: 96%
6th six month period: 98%

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute coffee breaks
- 2X all overtime and holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any days declared by Federal and/or Provincial Government

Construction Culinary Contractors -Province-wide -C.L.R. and Hotel and Restaurant Employees and Bartenders Union, Local 47

Aug 3/82 - Apr 30/84

Cancelled folio now under National Association of Camp Management Contractors agreement. See 5.1

Construction Culinary Contractors -Province-wide -National Association of Camp Management Contractors and Bartenders Union, Local 47

May 1/84 - Aug 31/89

	Net	H.P.	H. & W.	Pension	Industry Advancement Fund	Gross	% Change (Net)
Chef Manager							
Previous rate:	$18.04						
May 1/84	18.04	$1.804	$.45	$.45	$.10	$20.844	0.0
Sept 1/84	17.94	1.794	.50	.50	.10	20.834	-0.6
Sept 1/85	19.20	1.920	.50	.50	.10	22.220	+7.0
					Total over agreement		+6.4
Chef							
Previous rate:	$17.99						
May 1/84	17.99	$1.799	$.45	$.45	$.10	$20.789	0.0
Sept 1/84	17.89	1.789	.50	.50	.10	20.779	-0.6
Sept 1/85	19.14	1.914	.50	.50	.10	22.154	+7.0
					Total over agreement		+6.4
1st Cook, Baker							
Previous rate:	$16.72						
May 1/84	16.72	$1.672	$.45	$.45	$.10	$19.392	0.0
Sept 1/84	16.62	1.662	.50	.50	.10	19.382	-0.6
Sept 1/85	17.78	1.778	.50	.50	.10	20.658	+7.0
					Total over agreement		+6.4
2nd Cook							
Previous rate:	$15.79						
May 1/84	15.79	$1.579	$.45	$.45	$.10	$18.369	0.0
Sept 1/84	15.69	1.569	.50	.50	.10	18.359	-0.6
Sept 1/85	16.79	1.679	.50	.50	.10	19.569	+7.0
					Total over agreement		+6.4
3rd Cook							
Previous rate:	$14.99						
May 1/84	14.99	$1.499	$.45	$.45	$.10	$17.489	0.0
Sept 1/84	14.89	1.489	.50	.50	.10	17.479	-0.7
Sept 1/85	15.64	1.564	.50	.50	.10	18.304	+5.1
					Total over agreement		+4.4
Butcher							
Previous rate:	$15.89						
May 1/84	15.89	$1.589	$.45	$.45	$.10	$18.479	0.0
Sept 1/84	15.79	1.579	.50	.50	.10	18.469	-0.6
Sept 1/85	16.90	1.690	.50	.50	.10	19.690	+7.0
					Total over agreement		+6.4

Construction Culinary Contractors Cont'd
May 1/84 - Aug 31/89

	Net	H.P.	H. & W.	Pension	Industry Advancement Fund	Gross	% Change (Net)
Head Saladman							
Previous rate:	$15.69						
May 1/84	15.69	$1.569	$.45	$.45	$.10	$18.259	0.0
Sept 1/84	15.59	1.559	.50	.50	.10	18.249	-0.6
Sept 1/85	16.37	1.637	.50	.50	.10	19.107	+5.0
					Total over agreement		+4.3
Head Waiter, Head Camp Attendant, Head Dishwasher, Head Commissary, Warehouseman							
Previous rate:	$14.26						
May 1/84	14.26	$1.426	$.45	$.45	$.10	$16.686	0.0
Sept 1/84	14.16	1.416	.50	.50	.10	16.676	-0.7
Sept 1/85	14.87	1.487	.50	.50	.10	17.457	+5.0
					Total over agreement		+4.3
Saladman							
Previous rate:	$14.70						
May 1/84	14.70	$1.470	$.45	$.45	$.10	$17.170	0.0
Sept 1/84	14.60	1.460	.50	.50	.10	17.160	-0.7
Sept 1/85	15.33	1.533	.50	.50	.10	17.963	+5.0
					Total over agreement		+4.3
Sandwich Man							
Previous rate:	$14.40						
May 1/84	14.40	$1.440	$.45	$.45	$.10	$16.840	0.0
Sept 1/84	14.30	1.430	.50	.50	.10	16.830	-0.7
Sept 1/85	15.02	1.502	.50	.50	.10	17.622	+5.0
					Total over agreement		+4.3
Dishwasher, Pot Washer							
Previous rate:	$14.11						
May 1/84	14.11	$1.411	$.45	$.45	$.10	$16.521	0.0
Sept 1/84	14.01	1.401	.50	.50	.10	16.511	-0.7
Sept 1/85	14.71	1.471	.50	.50	.10	17.281	+5.0
					Total over agreement		+4.3
Baker's Helper							
Previous rate:	$13.96						
May 1/84	13.96	$1.396	$.45	$.45	$.10	$16.356	0.0
Sept 1/84	13.86	1.386	.50	.50	.10	16.346	-0.7
Sept 1/85	14.55	1.455	.50	.50	.10	17.105	+5.0
					Total over agreement		+4.2

Construction Culinary Contractors Cont'd
May 1/84 - Aug 31/89

	Net	H.P.	H. & W.	Pension	Industry Advancement Fund	Gross	% Change (Net)
Waiter, General Help, Commissary							
Previous rate:	$13.96						
May 1/84	13.96	$1.396	$.45	$.45	$.10	$16.356	0
Sept 1/84	13.86	1.386	.50	.50	.10	16.346	-0.7
Sept 1/85	14.55	1.455	.50	.50	.10	17.105	+5.0
					Total over agreement		+4.2
Camp Attendant							
Previous rate:	$13.90						
May 1/84	13.90	$1.390	$.45	$.45	$.10	$16.290	0
Sept 1/84	13.80	1.380	.50	.50	.10	16.280	-0.7
Sept 1/85	14.49	1.449	.50	.50	.10	17.039	+5.0
					Total over agreement		+4.2

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest periods
- 1 1/2X after 8 hours per day and 40 hours per week and Saturdays, 2 X thereafter, Sundays and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, (first Monday in August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

NOTE: This agreement was extended verbally by both parties from September 1/87 to August 31/89 with no changes.

Crane Owners -Province-wide -Alberta Crane Owners and The International Union of Operating Engineers Local 955

May 1/88 - Apr 30/90

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Operators - Conventional - Crane							
Up to 50 ton capacity							
Previous rate: $17.63							
May 1/88	18.51	$1.851	$.50	$.75	$.05	$21.661	5.0
May 1/89	19.07	1.907	.50	.75	.05	22.277	3.0
						Total over agreement	8.2
51 to 125 ton capacity							
Previous rate: $17.99							
May 1/88	18.89	$1.889	$.50	$.75	$.05	$22.079	5.0
May 1/89	19.46	1.946	.50	.75	.05	22.706	3.0
						Total over agreement	8.2
Over 125 ton capacity							
Previous rate: $18.51							
May 1/88	19.44	$1.944	$.50	$.75	$.05	$22.684	5.0
May 1/89	20.02	2.002	.50	.75	.05	23.322	3.0
						Total over agreement	8.2
Operators - Hydraulic Crane							
Up to 25 ton capacity							
Previous rate: $17.27							
May 1/88	18.13	$1.813	$.50	$.75	$.05	$21.243	5.0
May 1/89	18.67	1.867	.50	.75	.05	21.837	3.0
						Total over agreement	8.2
26 to 64 ton capacity							
Previous rate: $17.63							
May 1/88	18.51	$1.851	$.50	$.75	$.05	$21.661	5.0
May 1/89	19.07	1.907	.50	.75	.05	22.277	3.0
						Total over agreement	8.2
65 to 80 ton capacity							
Previous rate: $17.89							
May 1/88	18.76	$1.878	$.50	$.75	$.05	$21.958	5.0
May 1/89	19.34	1.934	.50	.75	.05	22.574	3.0
						Total over agreement	8.2

Crane Owners Cont'd
May 1/88 - Apr 30/90

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Operators							
Rigging Cranes up							
Previous rate:	$17.63						
May 1/88	18.51	$1.851	$.50	$.75	$.05	$21.661	5.0
May 1/89	19.07	1.907	.50	.75	.05	22.277	3.0
						Total over agreement	8.2
All other rigging							
Previous rate:	$15.56						
May 1/88	16.34	$1.634	$.50	$.75	$.05	$19.274	5.0
May 1/89	16.83	1.683	.50	.75	.05	19.813	3.0
						Total over agreement	8.2
Mechanic/Welder							
Shop and field Journeyman							
Previous rate:	$17.63						
May 1/88	18.51	$1.851	$.50	$.75	$.05	$21.661	5.0
May 1/89	19.07	1.907	.50	.75	.05	22.277	3.0
						Total over agreement	8.2
Truck Drivers, Serviceman, Pitman, Hiab type Operators							
Previous rate:	$15.56						
May 1/88	16.34	$1.634	$.50	$.75	$.05	$19.274	5.0
May 1/89	16.83	1.683	.50	.75	.05	19.813	3.0
						Total over agreement	8.2
Any Conventional Crane with attachments such as ringer, tower, skyhorse or derrick plus principal operators of the R.M.S. system							
Previous rate:	$19.03						
May 1/88	19.98	$1.998	$.50	$.75	$.05	$23.278	5.0
May 1/89	20.58	2.058	.50	.75	.05	23.938	3.0
						Total over agreement	8.2

- 8 hours/day - Monday to Friday inclusive
- 2 ten minute coffee breaks per shift
- 1 1/2X first 3 hrs Mon - Fri, Saturday first 8 hrs,2X thereafter Sunday and Holidays
- meal or meal allowance provided when more than 6 consecutive hours worked on latter half of shift without a meal break
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Canada Day, Civic Holiday (1st. Monday in August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and further holiday if a day is declared by the Federal or Provincial Government

NOTE: This was originally C.L.R. Crane Owners Trade Division.

Drywall Tapers -Calgary -C.L.R. Drywall Taping Calgary Trade Division and the International Brotherhood of Painters and Allied Trades Local 583, Calgary, Alberta

June 3/82 - Apr 30/84

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Wallboard Fillers, Tapers and Finishers					
June 3/82	$14.67	$1.467	$ .25	$ .25	$16.637
Nov 1/82	15.87	1.587	.25	.25	17.957
May 1/83	16.87	1.687	.30	.25	19.107
Nov 1/83	17.67	1.767	.35	.25	20.037

Foreman: no rates mentioned

Apprentice:
Probationary period: 1st month 40%
Next 5 months: 60%
Next 6 months: 70%
Next 6 months: 75%
Next 6 months: 85%
Next 6 months: 90%
Next 6 months: 95%

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2 ten minute rest periods per shift
- 2X all overtime, Saturdays, Sundays, and Statutory holidays
- Recognized Holidays - First Monday in August, New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any days declared by Federal and/or Provincial Government

Electricians -Province-wide -Electrical Contractors Association of Alberta and Local Union 254 and 424 of the International Brotherhood of Electrical Workers

Oct 1/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Education	Gross	% Change (Net)
Local 424							
Journeyman Industrial Construction							
Previous rate:	$19.60						
Oct 1/89	21.00	2.100	.70	1.15	.10	25.05	7.1
May 1/90	21.60	2.160	.80	1.30	.10	25.96	2.8
					Total over agreement		9.9
Journeyman Residential, Commercial, Service, Renovation and Repair and Light Industrial Construction							
Previous rate:	N/A						
Oct 1/89	$16.00	$1.600	$.70	$1.15	$.10	19.55	N/A
Jan 1/90	17.00	1.700	.70	1.15	.10	20.65	6.2
May 1/90	17.00	1.700	.80	1.30	.10	20.90	0.0
July 1/90	18.00	1.800	.80	1.30	.10	22.00	5.8
Jan 1/91	19.00	1.900	.80	1.30	.10	23.10	5.5
Apr 30/91	19.60	1.960	.80	1.30	.10	23.76	3.1
					Total over agreement		N/A

Industrial
- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute work breaks per work day
- 2 x all overtime, Saturdays, Sundays, and Holidays
- Recognized Holidays - New Year's Day, Family Day, Good Friday, Victoria Day, Dominion Day, Civic Day (August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Commercial Residential
- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute work breaks per work day
- 1 1/2 all overtime, Saturdays, Sundays and Holidays
- Recognized Holidays - New Year's Day, Family Day, Good Friday, Victoria Day, Dominion Day, Civic Day (August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Local 254

	Net	H.P.	H. & W.	Pension	Education	Gross	% Change (Net)
Journeyman Electrician							
Previous rate:	$19.60						
Oct 1/89	21.00	2.100	.70	1.15	.10	25.05	7.1
May 1/90	21.60	2.160	.80	1.30	.10	25.96	2.8
					Total over agreement		9.9

Electrical Contractors Association Cont'd
Oct 1/89 - Apr 30/91

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute work breaks per work day
- 2 x all overtime, Saturdays, Sundays, and Statutory Holidays
- Recognized Holidays - New Year's Day, Family Day, Good Friday, Victoria Day, Dominion Day, Civic Day (August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

NOTE: Local 254 has maintained the "Enabling Clause" from the previous agreement through the term of this agreement.

Local 254 & Local 424

Foreman: 112% of the Journeyman Electrician's rate

General Foreman: 118% of the Journeyman Electrician's rate

Apprentice:
1st year: 45%
2nd year: 55%
3rd year: 65%
4th year: 75%

Elevator Constructors -Province-wide -C.L.R.-Elevator Constructors-Calgary and Edmonton Trade Division and the International Union of Elevator Constructors Local 122, Edmonton and Local 130, Calgary

Mar 6/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Educational Fund	Gross	% Change (Net)
Journeyman Mechanic - Edmonton							
Previous rate:	$19.84						
Mar 6/89	20.74	$2.074	$.58	$1.75	$.065	$25.209	4.5
May 1/90	22.15	2.215	.68	2.00	.085	27.130	6.8
					Total over agreement		11.6
Journeyman Mechanic - Calgary							
Previous rate:	$19.99						
Mar 6/89	20.89	$2.089	$.58	$1.75	$.065	$25.374	4.5
May 1/90	22.30	2.230	.68	2.00	.085	27.295	6.7
					Total over agreement		11.6

Mechanic in Charge: rate shall equal 112 1/2% of the Mechanic's rate when in charge of three or more employees, 115% of Mechanic's rate when in charge of eight or more employees and 120% of Mechanic's rate when in charge of 15 or more employees

Adjuster: rate shall equal 115% of the Mechanic's rate

Helper:
Probationary: 55%
After 2 1/2 years: 70%
After 4 years: 80%

- 8 hours/day; 5 days/week - Monday to Friday, inclusive
- 2 fifteen minute rest periods per day
- 1 1/2 X for daily overtime when employed on maintenance work, 2X when employed on repair or construction work, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and the first Monday in August

NOTE: Pension and Health & Welfare Plans increased May 1, 1989.

Elevator Constructors-Maintenance-Province-wide -C.L.R. and the National Elevator & Escalator Association and International Union of Elevator Constructors

Mar 6/89 - Apr 30/91 Edmonton Local 122 and Calgary Local 130

	Net	H.P.	H. & W.	Pension	Education Fund	Gross	% Change (Net)
Journeyman Mechanic							
Edmonton							
Previous rate:	N/A						
Mar 6/89	$20.74	$2.074	$.58	$1.75	$.065	$25.209	N/A
May 1/90	22.15	2.215	.68	2.00	.085	27.130	6.8
					Total over agreement		N/A
Journeyman Mechanic							
Calgary							
Previous rate:	N/A						
May 1/89	$20.89	$2.089	$.58	$1.75	$.065	$25.374	N/A
May 1/90	22.30	2.230	.68	2.00	.085	27.295	6.8
					Total over agreement		N/A

Mechanic in Charge: rate shall equal 112% of the Mechanic's rate when in charge of 3 or more employees, 115% when in charge of 8 or more, 120% when in charge 15 or more

Adjuster: rate shall equal 115% of the Mechanic's rate

Helper:
Probationary: 55%
First 2 1/2 years: 70%
4th year in industry: 80%

- 8 hours/day; 5 days/week - Monday to Friday, inclusive
- 1 1/2 X for daily overtime Monday to Friday, Sunday and holidays 2X
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and the first Monday in August

NOTE: Pension and Health & Welfare Plans increased May 1, 1989.

Fence Erection Constructors -Province-wide	-Fence Erection Contractors and International Association of Bridge, Structural and Ornamental Ironworkers, Local Union No. 720, Edmonton and Local Union No. 725, Calgary and the Construction and General Workers Union Local No. 92, Edmonton and Local No., 1111, Calgary

No longer bargaining together.

Floor Coverers -Calgary -C.L.R. Floor Covering Calgary Trade Division and International Brotherhood of Painters and Allied Trades, Local 583, Calgary, Alberta

Oct 1/82 - Apr 30/84

	Net	H.P.	H. & W.	Gross
Journeyman				
Oct 1/82	$13.76	$1.376	$.25	$15.386
May 1/83	14.43	1.443	.30	16.173
Nov 1/83	14.43	1.443	.35	16.223

Foreman: no special rates

Apprentice:
1st 6 months: 50%
2nd 6 months: 60%
3rd 6 months: 70%
4th 6 months: 80%
5th 6 months: 85%
6th 6 months: 90%

- 8 hours/day, 40 hours/week - Monday to Friday, inclusive
- 1 1/2 X overtime, after 4 hours 2X, Sunday and holidays 2X
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, Civic Day

Glaziers -Calgary -Shop Agreement -Glass Company Employers Organization and The Glassworkers Division of the International Brotherhood of Painters & Allied Trades

May 2/82 - Apr 30/87*

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Glass Cutter, Edge Finisher, Auto Glass Installer, Shipper, Shop Glazier, Production Metal Fabricator						
May 1/82	$10.64	$1.064	$.32	$.20	$12.22	
Nov 1/82	11.00	1.100	.35	.20	12.65	
May 1/83	11.60	1.160	.40	.20	13.36	
Nov 1/83	12.20	1.220	.40	.20	14.02	
Jan 1/84	11.60	1.160	.40	.20	13.360	-4.9
May 1/85	12.29	1.229	.40	.20	14.119	6.0
May 1/86	13.06	1.306	.40	.20	14.966	6.3
			Total over agreement extension			7.0
Truck Drivers (Boom)						
May 1/82	$10.47	$1.047	$.32	$.20	$12.04	
Nov 1/82	10.80	1.080	.35	.20	12.43	
May 1/83	11.40	1.140	.40	.20	13.14	
Nov 1/83	12.00	1.200	.40	.20	13.80	
Jan 1/84	11.40	1.140	.40	.20	13.140	-5.0
May 1/85	12.08	1.208	.40	.20	13.888	6.0
May 1/86	12.80	1.280	.40	.20	14.680	6.0
			Total over agreement extension			6.7
Truck Drivers (Other)						
May 1/82	$9.14	$ .914	$.32	$.20	$10.57	
Nov 1/82	9.40	.940	.35	.20	10.89	
May 1/83	10.00	1.000	.40	.20	11.60	
Nov 1/83	10.43	1.043	.40	.20	12.07	
Jan 1/84	10.00	1.000	.40	.20	11.60	-4.3
May 1/85	10.60	1.060	.40	.20	12.260	6.0
May 1/86	11.24	1.124	.40	.20	12.964	6.0
			Total over agreement extension			7.6
Warehouse Persons, Packers						
May 1/82	$8.50	$ .850	$.32	$.20	$9.87	
Nov 1/82	8.75	.875	.35	.20	10.18	
May 1/83	9.40	.940	.40	.20	10.94	
Nov 1/83	9.70	.970	.40	.20	11.27	
Jan 1/84	9.40	.940	.40	.20	10.940	-3.1
May 1/85	9.96	.996	.40	.20	11.556	6.0
May 1/86	10.56	1.056	.40	.20	12.216	6.0
			Total over agreement extension			8.9

Glaziers Calgary Shop Cont'd
May 2/82 - Apr 30/87

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Sealed Unit Employees						
Class 1						
May 1/82	$8.86	$ .886	$.32	$.20	$10.27	
Nov 1/82	9.10	.910	.35	.20	10.56	
May 1/83	9.75	.975	.40	.20	11.33	
Nov 1/83	10.10	1.010	.40	.20	11.71	
Jan 1/84	9.75	.975	.40	.20	11.325	-3.5
May 1/85	10.34	1.034	.40	.20	11.974	6.1
May 1/86	10.96	1.096	.40	.20	12.656	6.0
			Total over agreement extension			8.5
Sealed Unit Employees						
Class 2						
May 1/82	$7.20	$ .720	$.32	$.20	$8.44	
Nov 1/82	7.40	.740	.35	.20	8.69	
May 1/83	7.90	.790	.40	.20	9.29	
Nov 1/83	8.20	.820	.40	.20	9.62	
Jan 1/84	7.90	.790	.40	.20	9.290	-3.7
May 1/85	8.37	.837	.40	.20	9.807	6.0
May 1/86	8.88	.888	.40	.20	10.368	6.1
			Total over agreement extension			8.3

- 8 hours/day, 40 hours/week, Monday to Friday
- 2 ten minute rest periods
- 1 1/2X first 2 hours and 8 a.m. - 12 p.m. Saturday, 2X thereafter, Sunday and Statutory holidays
- Recognized Holidays - Christmas Day, New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day and Boxing Day

NOTE: *Original expiry date was April 30, 1984 but effective January 1, 1984 it was extended to April 30, 1987.

Glaziers -Province-wide -Glass Employers Association of Alberta and the International Brotherhood of Painters & Allied Trades Local 1725 Calgary and Local 1016 Edmonton

Nov 1/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Local 1725-Calgary						
Journeyman Glass and Metal Mechanic						
Previous rate:	N/A					
Nov 1/89	$17.00	$1.70	$.40	.40	$19.50	N/A
May 1/90	17.80	1.78	.50	.50	20.58	4.7
Nov 1/90	18.25	1.83	.50	.50	21.08	2.5
Mar 1/91	19.00	1.90	.50	.50	21.90	4.1
				Total over agreement		N/A
Local 1016-Edmonton						
Journeyman Glass and Metal Mechanics						
Previous Rate:	$18.75					
Nov 1/89	18.75	$1.88	$.40	$.40	$21.43	0
Sept 1/90	19.00	1.90	.50	.50	21.90	1.3
Jan 1/91	19.25	1.93	.50	.50	22.18	1.3
				Total over agreement		2.7

Lead-hand: shall be paid the Journeyman rate plus $1.00/hour when four or more men are on the job, 12% above journeyman rate when 10 workers are employed for more than 21 days

Apprentice:
1st period: 55%
2nd period: 60%
3rd period: 75%
4th period: 85%

- 8 hours/day, 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest periods each day
- a hot meal provided at the end of 10 hours
- overtime, 1 1/2X first 2 hours Mon - Fri and first 8 hours Saturday, 2X thereafter, Sundays and Holidays
- Recognized Holidays - Christmas Day, New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Boxing Day and Remembrance Day and the third Monday in February

NOTE: Previous agreement did not continue till November 1, 1989 thus some increases can not be calculated.
The Health & Welfare contributions increase to 60¢ per hour April 1,1991.

October 25,1989

Glaziers -Edmonton -Shop Agreement -Glass Company Employers Organization and the Glaziers and Glassworks Division Local 1016 of the International Brotherhood of Painters & Allied Trades

May 1/88 - Apr 30/90

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Glass Cutter, Edge Finisher, Shop Glazier, Auto Glass Installer, Residential Glazier, Shipper, Boom Truck Driver (3 1/2 tons and over)						
Previous rate:	$13.04					
May 1/88	13.45	$1.345	$.40	$.35	$15.545	3.1
May 1/89	13.72	1.372	.40	.40	15.892	2.0
Nov 1/89	13.86	1.386	.40	.40	16.046	1.0
			Total over agreement extension			6.3
Truck Driver						
Previous rate:	$11.24					
May 1/88	11.58	$1.158	$.40	$.35	$13.488	3.0
May 1/89	11.81	1.181	.40	.40	13.791	2.0
Nov 1/89	11.92	1.192	.40	.40	13.912	0.9
			Total over agreement extension			6.0
Warehouse Person, Packers						
Previous rate:	$10.56					
May 1/88	10.88	$1.088	$.40	$.35	$12.718	3.0
May 1/89	11.10	1.110	.40	.40	13.010	2.0
Nov 1/89	11.21	1.121	.40	.40	13.131	1.0
			Total over agreement extension			6.2
Auto Glass Delivery Drivers*						
Previous rate:	N/A					
May 1/88	$6.50	$.650	$.40	$.35	$7.900	N/A
May 1/89	6.63	.663	.40	.40	8.093	2.0
Nov 1/89	6.70	.670	.40	.40	8.170	1.1
			Total over agreement extension			N/A
Sealed Unit Employees Class 1						
Previous rate:	$10.96					
May 1/88	11.29	$1.129	$.40	$.35	$13.169	3.0
May 1/89	11.52	1.152	.40	.40	13.472	2.0
Nov 1/89	11.63	1.163	.40	.40	13.593	1.0
			Total over agreement extension			6.1
Sealed Unit Employees Class 2						
Previous rate:	$8.87					
May 1/88	9.15	$.915	$.40	$.35	$10.815	3.2
May 1/88	9.33	.933	.40	.40	11.063	2.0
Nov 1/89	9.42	.942	.40	.40	11.162	1.0
			Total over agreement extension			6.2

Glaziers Edmonton Shop Cont'd
May 1/88 - Apr 30/90

Apprentice:
1st year: minimum wage
2nd year: 60%
3rd year: 75%
4th year: 85%

- 8 hours/day, 40 hours/week, Monday to Friday inclusive
- overtime, 1 1/2X first 2 hours and 8 a.m. - 12 p.m. Saturday, 2X thereafter and Sunday
- 2 ten minute breaks
- Recognized Holidays - New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Boxing Day, Christmas Day

NOTE: *Auto Glass Delivery Drivers new Classification no previous rate available.

Glaziers -Edmonton -Job Site Agreement -Glass Company Employers Organization and the Glaziers and Glassworkers Division Local 1016 of the International Brotherhood of Painters & Allied Trades;

Apr 1/88-Apr 30/90

	Net	H.P.	H. & W.	Pension	Gross	Joint Commission	% Change (Net)
Journeyman Qualified Glass and Metal Mechanic							
Previous rate: $18.20							
Apr 1/88	17.75	$1.775	$.40	$.35	$20.275	$.02	N/A
Oct 1/88	18.20	1.820	.40	.35	20.770	.02	2.5
May 1/89	18.50	1.850	.40	.40	21.150	.02	1.6
Nov 1/89	18.75	1.875	.40	.40	21.425	.02	1.4
					Total over agreement extension		N/A

Lead-hand: shall be paid a rate equal to the Journeyman rate plus $1.00/hour when four or more men are on the job

Apprentice:
1st year: 55%
2nd year: 60%
3rd year: 75%
4th year: 85%

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest periods each day
- 1 1/2 x first 4 hours daily and 8 a.m. - 12 noon Saturday, 2X thereafter, Sunday and Holidays
- Recognized Holidays - Christmas Day, New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day and Boxing Day

NOTE: Wages not maintained from April 30/87 to April 1/88 therefore initial percentage change on net and total cannot be calculated. The Joint Commission Fund will be 1¢/hour from the employer and employee.

This is now covered by 12B province-wide agreement.

Insulators -Province-wide -C.L.R.-Insulators Trade Division and the Internatinal Association of Heat and Frost Insulators Local 110 Edmonton and Calgary
Feb 13/90 - Apr 30/91 Territories and Local #126 Calgary, Alberta

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Industrial Journeyman Insulator						
Previous rate:	N/A					
Feb 13/90	$20.04	$2.20	$.67	$1.00	$23.71	N/A
June 1/90	20.65	2.076	.67	1.20	24.59	3.1
				Total over agreement		N/A

Foreman: rate shall be 10% over the Journeyman rate. Minimum of one foreman for the first three employees and one foreman for every 15 employees thereafter. No foreman shall supervise more than 15 employees at any time.

Apprentice:
1st year: 50%
2nd year: 60%
3rd year: 70%
4th year: 80%

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 coffee breaks of 10 minutes each
- 2X for all overtime, Saturdays, Sundays, recognized holidays
- a hot full course meal supplied during daily overtime and every four hours thereafter
- Recognized Holidays - New Year's Day, Good Friday, Canada Day, Victoria Day, First Monday in August, Labour day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. In the event Heritage Day or any other day is recognized by the Federal or Provincial Government as a Statutory Holiday the employer shall recognize that day.

Note: This agreement has an "Enabling Clause" that allows for articles or particular article in this agreement to be modified by mutual consent of the Business Manager of the Union and the Registered Bargaining Agent for the Employers.

Interior Systems -Province-wide -C.L.R. Interior Systems Mechanics (Provincial) Trade Division and United Brotherhood of Carpenters and Joiners of America Local Unions #346 - Lethbridge, #1322 - Edson, #1325 - Edmonton, #1569 - Medicine Medicine Hat, #1779 - Calgary, #2103 - Calgary, #2410 - Red Deer

May 4/82 - April 30/84

	Net	H.P.	H. & W.	Pension	Apprenticeship Fund	Gross
Journeyman Interior Systems Mechanic						
May 4/82	$16.70	$1.670	$.30	$.60	$.015	$19.285
May 1/83	18.10	1.810	.42	.80*	.015	21.145
Nov 1/83	18.50	1.850	.42	.80	.015	21.585

Foreman: shall be paid at a rate 10% above the minimum journeyman rate corrected to the nearest 5¢ per hour

Apprentice: minimum wages shall be corrected to the nearest 5¢ per hour

1st six months: 60%
2nd six months: 65%
3rd six months: 75%
4th six months: 80%
5th six months: 90%
6th six months: 95%

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest breaks in each working shift
- 2X for all overtime, Saturdays, Sundays, and Statutory holidays
- suitable meal provided when non-scheduled overtime is worked in excess of 2 hours beyond the regular hours of work
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and an additional general holiday if proclaimed by the Federal or Provincial Government

NOTE: *Effective date of benefit increase is November 1, 1982.

Ironworkers -Structural -Province-wide -C.L.R.-Ironworkers -Structural-Edmonton Trade Division; Calgary Trade Division and International Association of Bridge, Structural and Ornamental Ironworkers Local Union No. 720, Edmonton and Local Union No. 725, Calgary

Nov 1/88 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Apprentice Fund	Gross	% Change (Net)
Journeyman Structural & Ornamental Ironworker, Machinery Mover & Rigger, Journeyman Welder							
Previous rate:	$19.10						
Nov 1/88	19.50	$1.95	$.71	$1.00	$.05	$23.21	2.1
Feb 1/89	19.70	1.97	.84	1.00	.05	23.56	1.0
Sept 1/89	20.30	2.03	.90	1.05	.08	24.36	3.0
May 1/90	21.00	2.10	.90	1.08	.08	25.16	3.4
Jan 1/91	21.00	2.10	.90	1.28	.08	25.36	0.0
					Total over agreement		9.9

Foreman: $2.10/hour above Journeyman's rate

Apprentice:	Nov 1/88	Feb 1/89	Sept 1/89	May 1/90	Jan 1/91
1st year 1st 6 months:	$9.80	$9.80	$9.80	$9.80	$9.80
1st year 2nd 6 months:	11.50	11.50	11.50	11.50	11.50
2nd year:	14.50	14.50	14.50	15.25	15.25
3rd year:	17.50	17.50	17.50	18.25	18.25

- 8 hours/day - Monday to Friday, inclusive
- 2 ten minute coffee breaks/day
- 1 1/2X for first 2 hrs Mon to Fri, 2X thereafter , Saturdays, Sundays, and Holidays
- Recognized Holidays - New Year's Day, Victoria Day, Christmas Day, Labour Day, Good Friday, Canada Day, Boxing Day, Remembrance Day, Thanksgiving Day, first Monday in August and any such holiday declared by Federal and/or Provincial Government

Ironworkers -Reinforcing -Province-wide -C.L.R. Ironworkers Reinforcing -Edmonton Trade Division; -Calgary Trade Division and International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers

Jun 1/89 - Apr 30/91 Local Union No. 720 Edmonton and No. 725 Calgary

	Net	H.P.	H. & W.	Pension	Apprenticeship Fund	Gross	% Change (Net)
Journeyman Reinforcing Ironworker							
Commercial/Institutional Rates							
Previous rate:	$13.50						
Jun 1/89	15.00	$1.23	$0.71	$1.00	$0.05	$17.99	11.1
Sept 1/89	15.00	1.23	0.84	1.00	0.05	18.12	0.0
Jan 1/90	15.50	1.43	0.90	1.00	0.08	18.91	3.3
Jan 1/91	16.50	1.52	0.90	1.00	0.08	20.00	6.5
						Total over agreement	22.2
Industrial Rates							
Previous rate:	N/A						
Jun 1/89	$18.00	$1.48	$0.71	$1.00	$0.05	$21.24	N/A
Sept 1/89	18.00	1.48	0.84	1.00	0.05	21.37	0.0
Jan 1/90	18.50	1.70	0.90	1.00	0.08	22.18	2.8
Jan 1/91	19.00	1.75	0.90	1.00	0.08	22.73	2.7
						Total over agreement	N/A

Lead-hand: $1.00 per hour above Journeyman's rate for duration of Agreement

Foreman: $1.95 per hour above Journeyman's rate for duration of Agreement

Apprentice:
1st year: 70%
2nd year: 80%
3rd year: 90%

- 8 hours/day - Monday to Friday inclusive
- 2 ten minute coffee breaks
- Commercial/Industrial work: 1 1/2 X after 8 hours/day Mon - Fri,and the first 8 hours Saturday, 2X thereafter on Saturday, Sunday and Holidays
- Industrial work: 1 1/2X for 1st two hours Mon - Fri, 2X thereafter, Saturday, Sunday and Holidays
- Recognized Holidays - New Year's Day, Empire Day, Christmas Day, Labour Day, Good Friday, Dominion Day, Boxing Day, Remembrance Day, Thanksgiving Day, Civic Holiday (1st Monday in August) and any such days declared by Federal and/or Provincial Government

NOTE: Holiday Pay is 8.2% June 1, 1989 and 9.2% January 1, 1990.

Labourers -Province-wide C.L.R. Labourers Provincial Trade Division The Construction and General Workers' Local 1111 Calgary and Local 92 Edmonton

Dec 3/89 - Apr 30/91

GENERAL CONSTRUCTION

CLASS 1

Labourers, Tradesman Helper, Carpenter Helper, Pump Tenders, Heat Tenders, Swamper, Signal Men, Grademen, Dumpmen, Hookup Men, Snow Blower Operator, Track Layers, Yardmen, Flagmen, Firewatcher, Form Stripper, Watchmen, Chutemen

CLASS 2

Chippermen, Tampermen, Power Buggy Operators, Truck Driver, Tractor Operators, Tubular Scaffold Helper, Climbing Crane Swamper, Gas Tester, Beltcrete Operator, Surveyor's Helper, Concrete Labourers, Grindermen, Cutting Torch Operator (demolition)

CLASS 3

Vibrator Operator, Bricklayers and Plasterer Helper, Mixerman, Groutmen, Tool Crib Person, Sandblasters, Water Blaster, Form Setters, Forklift Operators, Pumpcrete Operators, Concrete Saw Operators, Concrete Core Cutter, Cement Joint Tile & Pipe Layers, Laser Beam Men, Manhole Installer, Jeeping Pipe, Pipe Wrapper, Heat Fusion Machine Operators, Gunite and Grout Nozzlemen, Underground Labourers, Mucking Machine Operators, Jack Hammermen, Bob Cat Operators, Chain Saw Operators, Swinging Scaffold Fire Watchers (with First-Aid ticket), Driller's Helper

CLASS 4

Concrete Labourers Grade 1, Scaffold Erectors, Driller, Powermen, Air Track Driller, Asphalt Raker,Mole Operators, Miners, Timbermen Over Sized Vibrator Operators (6" and up)

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change Net
Class 1							
Previous rate:	N/A						
Dec 3/89	$16.50	$1.65	$.50	$.80	$.15	$19.60	N/A
May 1/90	17.25	1.73	.60	.90	.15	20.63	4.6
					Total over agreement		N/A
Class 2							
Previous rate:	N/A						
Dec 3/89	$16.60	$1.66	$.50	.80	$.15	$19.71	N/A
May 1/90	17.35	1.74	.60	.90	.15	20.74	4.5
					Total over agreement		N/A

Labourers -Province-wide Cont'd
Dec 3/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change Net
Class 3							
Previous rate:	N/A						
Dec 3/89	$16.70	$1.67	$.50	$.80	$.15	$19.82	N/A
May 1/90	17.45	1.75	.60	.90	.15	20.85	4.5
					Total over agreement		N/A
Class 4							
Previous rate:	N/A						
Dec 3/89	$16.85	$1.69	$.50	$.80	$.15	$19.99	N/A
May 1/90	17.70	1.77	.60	.90	.15	21.12	5.0
					Total over agreement		N/A

Labour Foreman: shall receive not less than 10% per hour over the highest classification working under him

- 8 hours/day, Mon to Fri 40 hours/week
- 2 ten minute rest breaks each shift
- after 3 hours overtime a meal will be provided or $20.00 allowance paid
- Industrial 1 1/2X first 2 hours Mon - Fri, 2X thereafter, Saturdays, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August

Labourers -Edmonton -C.L.R. Labourers Edmonton Trade Division and The Construction and General Workers' Local Union No. 92, Edmonton

This is now a province-wide collective agreement see Labourers - Province-Wide 17A.

Labourers Refractory Maintenance -Province-Wide -C.L.R. Refractory Labourers Maintenance and The Construction and General Workers Union Local No. 92, Edmonton and Local No. 1111, Calgary

July 17/89 - Apr 30/93

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Labourer							
Previous rate:	N/A						
Jul 17/89	$15.45	$1.55	$.50	$.80	$.15	$18.45	N/A
Sept 1/89	15.78	1.58	.50	.80	.15	18.81	2.1
May 1/90	16.42	1.64	.60	.80	.15	19.61	4.1
Nov 1/90	17.02	1.70	.60	.90	.15	20.37	3.7
					Total over agreement		N/A

Foreman rate: not less than $1.00 over and above the highest classification working under them

- 8 hours/day - Monday to Friday, inclusive
- 2 ten minute breaks/shift
- 1 1/2X first 2 hours Mon - Fri, 2X thereafter, Saturdays, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, Christmas Day, Labour Day, Boxing Day, Remembrance Day, Thanksgiving Day, first Monday in August and any such holiday declared by Federal and/or Provincial Government

NOTE: This agreement may be reopened after April 30, 1991 to renegotiate wages and benefits only.

Lathers -Province-wide -C.L.R. Lathers Trade Division and The Lathers Division of the United Brotherhood of Carpenters and Joiners of America Local No. 1779 Calgary, Local No. 1325 Edmonton

Jun 28/82 - Apr 30/84

	Net	H.P.	H. & W.	Pension	Gross
Calgary: Journeyman Lather - Iron Man and Nail-On Man (Gypsum Lath and Stucco Wire)					
June 28/82	$16.70	$1.67	$.30	$.35	$19.02
Nov 1/ 82	16.70	1.67	.42	.56	19.35
May 1/83	18.10	1.81	.42	.56	20.89
Nov 1/83	18.50	1.85	.42	.80	21.57
Edmonton: Journeyman Lather - Iron Man and Nail-On Man (Gypsum Lath and Stucco Wire)					
June 28/82	$16.70	$1.67	$.20	$.46	$19.03
Nov 1/82	16.70	1.67	.42	.56	19.35
May 1/83	18.10	1.81	.42	.56	20.89
Nov 1/83	18.50	1.85	.42	.80	21.57

Foreman: shall receive $1.25 above the employee's regular hourly rate when supervising up to (8) eight men including the foreman are employed on any one job and $1.50 above the employee's regular hourly rate of wages while supervising more than (8) eight men

Apprentice: all rates brought to the nearest 5¢

1st six months:	60%	4th six months:	80%
2nd six months:	65%	5th six months:	90%
3rd six months:	75%	6th six months:	95%

- 8 hours/day - 40 hours/week Monday to Friday, inclusive
- 2 ten minute work breaks/shift
- 2X for all other overtime, Sundays and holidays
- Recognized Holidays - New Year's Day, Victoria Day, Christmas Day, Labour Day, Good Friday, Dominion Day, Boxing Day, Remembrance Day, Thanksgiving Day, first Monday in August and any such holiday declared by Federal and/or Provincial Government

Millwrights -Calgary	-C.L.R. Millwrights Calgary Trade Division and The Millwrights, Machinery Erectors - Mechanical Fitters and Maintenance Local Union 1975 of the United
May 21/82 - Apr 30/84	Brotherhood of Carpenters and Jointers of America

This is a new province-wide agreement see page 19B.

Millwrights -Province-wide -C.L.R. Millwrights -Edmonton Trade Division and Millwrights -Calgary Trade Division and the United Brotherhood of Carpenters and Joiners of America Edmonton Local Union 1460 and Calgary Local Union 1975

Dec 5/88 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Journeyman Millwright - Edmonton							
Previous rate:	$19.68						
Dec 5/88	19.70	$1.97	$.95	$.96	$.03	$23.61	N/A
Jan 1/89	20.20	2.02	.98	.96	.03	24.19	2.5
Sep 1/89	20.80	2.08	1.00	1.21	.03	25.12	3.0
May 1/90	21.30	2.13	1.00	1.32	.03	25.78	2.4
					Total over agreement		N/A

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Journeyman Millwright - Calgary							
Previous rate:	$19.75						
Dec 5/88	20.05	$2.00	$.60	$.91	$.05	$23.61	N/A
Jan 1/89	20.18	2.02	.60	1.34	.05	24.19	0.6
Sep 1/89	20.83	2.08	.71	1.45	.05	25.12	3.2
May 1/90	21.43	2.14	.71	1.45	.05	25.78	2.9
					Total over agreement		N/A

Foreman: shall be paid a minimum rate of $2.50 above the basic Journeyman hourly rate

General Foreman: shall be paid a minimum rate of $5.00 above the basic Journeyman hourly rate

Apprentice:

1st year: 60%
After 6 months served and completed: 65%
2nd year: 70%
After 6 months served and completed: 75%
3rd year: 80%
After 6 months served and completed: 85%
4th. year: 90%
After 6 months served and completed: 95%

- 8 hours/day; 40 hours/week - Mon 8 am to Friday 4:30
- 2 ten minute breaks per day
- 1st 2 hours Monday to Friday 1 1/2X, 2X thereafter, Saturday, Sunday and Holiday
- suitable hot meal (when possible) provided after 10 hours in a single shift
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any one Federal or Provincial holiday that may be established

NOTE: Wages not maintained from April 30/84 to December 5/88 therefore initial percentage change and total on net cannot be calculated

Operating Engineers- Province-wide- C.L.R. Operating Engineers Trade Division and International Union of Operating Engineers Local 955

Apr 23/89-Apr 30/91

GROUP 1 Crane 25 ton capacity and over, piledriver (man in charge of hammer and leads); boring machine LDH equivalent and larger; sideboom; stiff-leg; guy derrick, gin or guy pole; double drum hoist used for hoisting, lowering and/or erecting; dragline; hoe, shovel, clam, 1 1/2 cubic yard and over; hammerhead and tower cranes 3 ton capacity and over; gradall; front end loader 10 cubic yard capacity and over; concrete pump with 60 feet of boom or over, or 110 cubic yard per hour capacity and over, or, 1000 PSI pressure and over; Machinist; Mechanic and Welder.

A premium of five (5) cents per hour to be paid to operators of 35 ton cranes plus five (5) cents per hour for every 10 tons over 35 ton capacity.

GROUP 2 Hammerhead and tower cranes up to 3 ton; crawler and mobile cranes up to 25 ton; boring machine MF and equivalent; trench type ditching machine (over 140 Cleveland); concrete pump with less than 60 feet of boom, or, less than 110 cubic yard per hour capacity, or, less than 1000 PSI pressure; single drum hoist used for hoisting, lowering and/or erecting; dragline, hoe, shovel, clam over 1/2 cubic yard capacity and up to 1 1/2 cubic yard; front end loader 5 cubic yard capacity and up to 10 cubic yards; quad-tractor (one operator); motor scraper 657 and larger; crawler tractors larger than D9 or equivalent.

GROUP 3 Dragline, hoe, clam, shovel up to and including 1/2 cubic yard; crawler tractor with attachments such as dozer, scraper, over 75 b.h.p. up to and including D9 or equivalent; motor scraper up to 657 capacity; front end and overhead loader 1 cubic yard capacity and up to 5 cubic yards (including Bob-Cat type); concrete mixer 1 cubic yard capacity and over; crusher; batch plant; A-frame; lowboy; grader; service truck; lubricator; boring machine BDH equivalent and smaller; parts man; compaction equipment with attachments.

GROUP 4 Crawler tractors with attachments such as dozer and scraper up to and including 75 b.h.p.; front end and overhead loaders up to 1 cubic yard (including Bob-Cat type); concrete mixer up to 1 cubic yard; single drum skip hoist; elevator operator; dump truck operation; forklift; side loader; operated self-propelled and towed compaction equipment; single drum hoist used for purposes other than specified in Group 2; parts man's helper.

GROUP 5 Oiler, assistant operator; water pumps; compressors; mechanical heater (Herman Nelson, Dravo Type); tow tractor without attachments; mechanic's helper; gas tester (sniffer); boring machine helper; rigger for Franki-type machine.

Industrial

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Group 1							
Previous rate:	N/A						
Signing	$19.78	$1.978	$.60	$.85	$.07	$23.28	N/A
Nov 1/89	20.60	2.060	.60	.85	.07	24.18	4.2
May 1/90	20.99	2.099	.65	1.00	.07	24.81	1.9
					Total over agreement		N/A

October 25, 1989

C.L.R. Operating Engineers Trade Cont'd
April 23/89-April 30/91

Industrial

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Group 2							
Previous rate:	N/A						
Signing	$18.97	$1.897	$.60	$ .85	$.07	$22.39	N/A
Nov 1/89	19.57	1.957	.60	.85	.07	23.05	3.2
May 1/90	19.94	1.994	.65	1.00	.07	23.65	1.9
					Total over agreement		N/A
Group 3							
Previous rate:	N/A						
Signing	$17.80	$1.780	$.60	$ .85	$.07	$21.10	N/A
Nov 1/89	18.54	1.854	.60	.85	.07	21.91	4.2
May 1/90	18.89	1.889	.65	1.00	.07	22.50	1.9
					Total over agreement		N/A
Group 4							
Previous rate:	N/A						
Signing	$16.81	$1.681	$.60	$ .85	$.07	$20.01	N/A
Nov 1/89	17.51	1.751	.60	.85	.07	20.78	4.2
May 1/90	17.84	1.784	.65	1.00	.07	21.34	1.9
					Total over agreement		N/A
Group 5							
Previous rate:	N/A						
Signing	$15.82	$1.582	$.60	$.85	$.07	$18.92	N/A
Nov 1/89	16.48	1.648	.60	.85	.07	19.65	4.2
May 1/90	16.79	1.679	.65	1.00	.07	20.19	1.9
					Total over agreement		N/A

Commercial/Institutional

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Group 1							
Previous rate:	N/A						
Signing	17.50	$1.575	$.60	$.85	$.07	$20.60	N/A
Jan 1/90	17.50	1.750	.60	.85	.07	20.77	0.0
May 1/90	18.50	1.850	.65	1.00	.07	22.07	5.7
					Total over agreement		N/A

C.L.R. Operating Engineers Trade Cont'd
April 23/89-April 30/91

Commercial/Institutional

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Group 2							
Previous rate:	N/A						
Signing	$16.15	$1.454	$.60	$ .85	$.07	$19.12	N/A
Jan 1/90	16.15	1.615	.60	.85	.07	19.28	0.0
May 1/90	17.10	1.710	.65	1.00	.07	20.53	5.9
					Total over agreement		N/A
Group 3							
Previous rate:	N/A						
Signing	15.30	$1.377	$.60	$.85	$.07	$18.20	N/A
Jan 1/90	15.30	1.530	.60	.85	.07	18.35	0.0
May 1/90	16.20	1.620	.65	1.00	.07	19.54	5.9
					Total over agreement		N/A
Group 4							
Previous rate:	N/A						
Signing	14.45	$1.300	$.60	$.85	$.07	$17.27	N/A
Jan 1/90	14.45	1.445	.60	.85	.07	17.42	0.0
May 1/90	15.30	1.530	.65	1.00	.07	18.55	5.9
					Total over agreement		N/A
Group 5							
Previous rate:	N/A						
Signing	13.60	$1.224	$.60	$.85	$.07	$16.34	N/A
Jan 1/90	13.60	1.360	.60	.85	.07	16.48	0.0
May 1/90	14.40	1.440	.65	1.00	.07	17.56	5.9
					Total over agreement		N/A

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Industrial Steam Engineers							
2nd Class							
Previous rate:	N/A						
Signing	$19.78	$1.978	$.60	$.85	$.07	$23.28	N/A
Nov 1/89	20.60	2.060	.60	.85	.07	24.18	4.2
May 1/90	20.99	2.099	.65	1.00	.07	24.81	1.9
					Total over agreement		N/A

C.L.R. Operating Engineers Trade Cont'd
April 23/89-April 30/91

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Industrial Steam Engineers Cont'd							
3rd Class							
Previous rate:	N/A						
Signing	$18.79	$1.897	$.60	$ .85	$.07	$22.21	N/A
Nov 1/89	19.57	1.957	.60	.85	.07	23.05	4.2
May 1/90	19.94	1.994	.65	1.00	.07	23.65	1.9
					Total over agreement		N/A
4th Class							
Previous rate:	N/A						
Signing	$18.30	$1.830	$.60	$ .85	$.07	$21.65	N/A
Nov 1/89	19.06	1.906	.60	.85	.07	22.49	4.2
May 1/90	19.42	1.942	.65	1.00	.07	23.08	1.9
					Total over agreement		N/A
Fireman							
Previous rate:	N/A						
Signing	$17.80	$1.780	$.60	$ .85	$.07	$21.10	N/A
Nov 1/89	18.54	1.854	.60	.85	.07	21.91	4.2
May 1/90	18.89	1.889	.65	1.00	.07	22.50	1.9
					Total over agreement		N/A
Commercial Steam Engineers							
2nd Class							
Previous rate:	N/A						
Signing	$17.50	$1.575	$.60	$ .85	$.07	$20.60	N/A
Jan 1/90	17.50	1.750	.60	.85	.07	20.77	0
May 1/90	18.50	1.850	.65	1.00	.07	22.07	5.7
					Total over agreement		N/A
3rd Class							
Previous rate:	N/A						
Signing	$16.15	$1.454	$.60	$ .85	$.07	$19.12	N/A
Jan 1/90	16.15	1.615	.60	.85	.07	19.28	0
May 1/90	17.10	1.710	.65	1.00	.07	20.53	5.9
							N/A
4th Class							
Previous rate:	N/A						
Signing	$15.72	$1.415	$.60	$ .85	$.07	$18.66	N/A
Jan 1/90	15.72	1.572	.60	.85	.07	18.81	0.0
May 1/90	16.65	1.665	.65	1.00	.07	20.04	5.9
					Total over agreement		N/A

C.L.R. Operating Engineers Trade Cont'd
April 23/89-April 30/91

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Firefighters							
Previous rate:	N/A						
Signing	$15.30	$1.377	$.60	$ .85	$.07	$18.20	N/A
Jan 1/90	15.30	1.530	.60	.85	.07	18.35	0.0
May 1/90	16.20	1.620	.65	1.00	.07	19.54	5.9
						Total over agreement	N/A

The capacity of a crane shall be the maximum lifting capacity with minimum boom under the manufacturer's specifications.

For boom or mast mounted cabs of all hammerhead and tower cranes, add fifteen (15) cents per hour.

- 40 hours/week, Monday-Friday
- 2 ten minute coffee breaks per shift
- Industrial Work - 1 1/2X for first 2 hours Mon - Fri, 2X thereafter, Saturday, Sunday and Holidays
  Non-Industrial Work - 1 1/2X all overtime Mon - Fri, first 8 hours Saturday and 1st 4 hours Sunday, 2X thereafter and on Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

NOTE: Reclassifications of job classes occurred, therefore, initial and total percentage cannot be calculated.

Operating Engineers -Province-wide -C.L.R. Operating Engineers Trade Division and International Union of Operating Engineers Local 955

Feb 28/87 - Apr 30/88

Group 1 Qualified Journeymen Crane Operator (with certificate)

(A) Conventional Cranes:

1) up to 50 ton capacity

11) over 50 & including 125 ton (includes:stiff-leg; guy derrick; gin or guy pole hoists used for hoisting, lowering and/or erecting)

111) over 125 ton & up to 225 ton

A premium of 5¢ per hour will be paid to operators of 225 ton capacity plus an additional 5¢ per hour for every 10 tons over 225 ton capacity

(B) Hydraulic Cranes:

1) up to 25 ton capacity

11) over 25 ton & up to 65 ton

111) over 65 ton capacity

(C) Tower Cranes:

1) up to 6 ton capacity

11) over 6 ton capacity

The capacity of mobile cranes shall be the maximum lifting capacity with minimum boom under the manufacturer's specifications.

The capacity of Tower & Climbing Cranes shall be the manufacturer's specifications.

Group 2 Qualified Journeymen Mechanics and/or Machinists (with Certificate or Qualification from Apprenticeship Branch)

1) employed in the Field

11) employed in Shops

Group 3 Qualified Journeymen Welders (with Certificate)

1) Wire Feed Welders in the Field

11) Other Welders in the Field

111) Welders employed in the Shop

C.L.R. Operating Engineers Trade Cont'd
Feb 28/87 - Apr 30/88

Group 4 Qualified Journeymen Operators (special large equipment)

(A) Large Equipment
Boring machine MF-LDH equivalent or larger; piledriver man in charge of hammer and leads; power shovels, backhoes, draglines, clams, gradalls, all over 3 cu. yd. capacity.

(B) Concrete pumps (over 60' boom, or 110 cu. yd./hr. or over 100 P.S.I.); Quad tractor (one operator); crawler tractor larger than D9 or equivalent; trench type ditchers 320 Cleveland type and over; Frontend loaders 10 cu. yd. and over; gradalls up to 3 cu. yd.; Power shovels, backhoes, draglines, clams all over 1/2 cu. yd. & up to 3 cu. yd.

Group 5 Qualified Journeymen Operators (medium equipment)

Other concrete pumps; graders; boring machine BDH equivalent and smaller; crawler tractors over 75 BHP up to D9 or equivalent; motor scrapers; trench type ditches; frontend and overhead loaders, 1 cu. yd. capacity and up to 10 cu. yds. (including Bob Cat type and Skid Steer loaders); concrete mixer 1 cu. yd. capacity and over; crusher; batch plant; A-frame; lowboy; grader; service truck; lubricator; compaction equipment with attachments; Power shovel, backhoes, draglines, clams all 1/2 cu. yd. and under.

Group 6 Qualified Journeymen Operators (smaller equipment)

Crawler tractors with attachments such as dozer and scraper up to and including 75 b.h.p.; frontend and overhead loaders up to 1 cu. yd. (including Bob-Cat type and Skid Steer loaders); concrete mixer up to 1 cu. yd.; single drum skip hoist; elevator operator; dump truck operator; forklift; sideloader; operator self-propelled and towed compaction equipment; single drum hoist used for purposes other than specified in Group 1; partsman; boring machine helper; rigger for Franki-type machine.

Group 7

Assistant operator; water pumps; compressors; mechanical heater (Herman Nelson, Dravo Type); tow tractor without attachments; mechanic's helper; gas tester (sniffer); partman's helper and other persons not otherwise classified.

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Effective: Feb 28/87							
GROUP 1							
Previous rates:	N/A						
A (1)	$14.75	$1.06	$.50	$.75	$.03	$17.09	N/A
A (11)	15.75	1.13	.50	.75	.03	18.16	N/A
A (111)	16.75	1.21	.50	.75	.03	19.24	N/A
Previous rates:	N/A						
B (1)	$12.75	$0.92	$.50	$.75	$.03	$14.95	N/A
B (11)	$14.75	1.06	.50	.75	.03	17.09	N/A
B (111)	$15.75	1.13	.50	.75	.03	18.16	N/A

C.L.R. Operating Engineers Trade Cont'd
Feb. 28/87 - Apr 30/88

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Effective: Feb 28/87							
Previous rates:	N/A						
C (1)	$14.25	$1.03	$.50	$.75	$.03	$16.56	N/A
C (11)	$15.00	1.08	.50	.75	.03	17.36	N/A
Group 2							
Previous rates:	N/A						
1)	$14.75	$1.06	$.50	$.75	$.03	$17.09	N/A
11)	13.75	.99	.50	.75	.03	16.02	N/A
Group 3							
Previous rates:	N/A						
1)	$14.75	$1.06	$.50	$.75	$.03	$17.09	N/A
11)	13.75	.99	.50	.75	.03	16.02	N/A
111)	12.25	.88	.50	.75	.03	14.41	N/A
Group 4							
Previous rates:	N/A						
(A)	$15.00	$1.08	$.50	$.75	$.03	$17.36	N/A
(B)	13.75	.99	.50	.75	.03	16.02	N/A
Group 5							
Previous rate:	N/A						
	$12.25	$.88	$.50	$.75	$.03	$14.41	N/A
Group 6							
Previous rate:	N/A						
	$9.75	$.70	$.50	$.75	$.03	$11.73	N/A
Group 7							
Previous rate:	N/A						
	$7.50	$.54	$.50	$.75	$.03	$9.32	N/A

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2 ten minute coffee breaks per shift
- 1 1/2X overtime Mon to Fri and 1st 8 hours on Saturday, 2X thereafter,Sundays and Holidays
- Recognized holidays - New Year's Day, Good Friday, Empire Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, or any other day declared by the Federal or Provincial Government

NOTE: Wages not maintained from Apr 30/84 to Feb 28/87 and a complete reclassification of job classes occurred, therefore percentage change cannot be calculated. Holiday Pay is 7.2%.

Painters -Province-wide -Painters Provincial Agreement and International Brotherhood of Painters and Allied Trades Local Union 1016, Edmonton, and Local Union 583, Calgary

Nov 25/88 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Commercial						
Journeyman Edmonton						
Previous rate:	N/A					
May 1/89	$15.00	$1.50	$.65	$.60	$17.75	N/A
May 1/90	15.50	1.55	.65	.60	18.30	3.3
Mar 1/91	16.00	1.60	.65	.60	18.85	3.2
				Total over agreement		N/A
Journeyman Calgary						
Previous rate:	N/A					
May 1/89	$15.60	$1.56	$.35	$.40	$17.91	N/A
May 1/90	15.60	1.56	.65	.60	18.41	0.0
May 1/91	16.00	1.60	.65	.60	18.85	2.6
				Total over agreement		N/A
Commercial: Renovations and Repaints, Institutional Renovations and Repaint and Residential						
Journeyman Edmonton						
Previous rate:	N/A					
May 1/89	$14.00	$1.40	$.65	$.60	$16.65	N/A
May 1/90	14.50	1.45	.65	.60	17.20	3.6
Mar 1/91	15.00	1.50	.65	.60	17.75	3.4
				Total over agreement		N/A
Journeyman Calgary						
Previous rate:	N/A					
May 1/89	$14.56	$1.45	$.35	$.40	$16.76	N/A
May 1/90	14.56	1.45	.65	.60	17.26	0.0
Mar 1/91	15.00	1.50	.65	.60	17.75	3.0
				Total over agreement		N/A
Industrial: Including Tendered Shutdowns and Commercial on New Industrial Site						
Journeyman Edmonton						
Previous rate:	N/A					
May 1/89	$18.00	$1.80	$.65	$.60	$21.05	N/A
Nov 1/89	18.50	1.85	.65	.60	21.60	2.8
May 1/90	19.00	1.90	.65	.60	22.15	2.7
Mar 1/91	19.75	1.98	.65	.60	22.98	4.0
				Total over agreement		N/A
Journeyman Calgary						
Previous rate:	N/A					
May 1/89	$18.00	$1.80	$.35	$.40	$20.55	N/A
Nov 1/89	18.50	1.85	$.65	$.60	21.60	2.8
May 1/89	19.00	1.90	.65	.60	22.15	2.7
May 1/91	19.75	1.98	.65	.60	22.98	4.0
				Total over agreement		N/A

Painters Province-wide Cont'd
Nov 25/88 - Apr 30/91

		Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Industrial (Maintenance)							
Journeyman Edmonton and Calgary							
Previous rate:		N/A					
May 1/89	Edm	$17.60	$1.76	$.65	$.60	$20.61	N/A
	Cal	17.60	1.76	.35	.40	20.11	N/A
May 1/90		18.00	1.80	.65	.60	21.05	2.3
Mar 1/91		19.00	1.90	.65	.60	22.15	5.6
					Total over agreement		N/A
Industrial (Shop)							
Journeyman Edmonton & Calgary							
Previous rate:		N/A					
May 1/89	Edm	$16.50	$1.65	$.65	$.60	$19.40	N/A
	Cal	16.50	1.65	.35	.40	18.90	N/A
May 1/90		17.00	1.70	.65	.60	19.95	3.0
Mar 1/91		17.75	1.78	.65	.60	20.78	4.4
					Total over agreement		N/A
Residential Repaints							
Journeyman (Calgary area only)							
Previous rate:		N/A					
May 1/89		$13.52	$1.35	$.35	$.40	$15.62	N/A
May 1/90		14.00	1.40	.65	.60	16.65	3.6
Mar 1/91		15.00	1.50	.65	.60	17.75	7.1
					Total over agreement		N/A

Charge-hand: $0.75 per hour above Journeyman's rate

Foreman: $1.50 per hour above Journeyman's rate

Spray/Blast: $1.00 per hour above Journeyman's rate

Apprentice:
1st year: 60%
2nd year: 75%
3rd year: 85%

Painters Province-wide Cont'd
Nov 25/88 - Apr 30/91

- Regular hours of labour shall be 6:00 am to 6:30 p.m. Monday to Friday inclusive.
- 2 ten minute rest period per shift
- A 5 minute clean-up break prior to completion of the first half of shift; ten minute clean-up break prior to the end of regular shift for brush and roller men and a 20 minute clean-up break for spray-men
- 1 1/2X for hours worked in excess of 10 hours per day and/or 40 hours per week, Mon-Fri, 2X on Saturdays, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, One Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other day that may be declared by Federal, Provincial or Civic Governments

Painters -Southern Alberta -C.L.R. Painters Calgary Trade Division and the International Brotherhood of Painters and Allied Trades, Local Union #583

May 1/82 - Apr 30/84

Painters now covered province-wide see page 21.A.

Plasterers -Calgary -C.L.R. Plasterers Calgary Trade Division and the Operative Plasterers and Cement Masons' International Association of the United States and Canada, Local 324

May 25/82 - Apr 30/84

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Plasterer					
May 25/82	$16.02	$1.60	$.35	$.25	$18.22
Aug 1/82	17.02	1.70	.35	.25	19.32
May 1/83	18.24	1.82	.35	.45	20.86
Nov 1/83	18.64	1.86	.35	.45	21.30

Foreman: shall be paid $1.25/hour over the journeyman's rate of pay when supervising up to eight men and $1.50/hour over the journeyman's rate of pay when supervising more than eight men

Apprentice: wages shall be paid at the percentage rates as established by the Apprenticeship Regulations and brought to the nearest 5¢/hour

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2X for all overtime and holiday except daily overtime on out of town projects from which the employee does not return home each night will be 1 1/2X
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, Civic Holiday or any such days declared by the Federal and/or Provincial Government

Plasterers -Edmonton -C.L.R. Plasterers Edmonton Trade Division and the Operative Plasterers and Cement Masons International Association of the United States and Canada, Local
May 15/82 - Apr 30/84 #372, Edmonton, Alberta

	Net	H.P.	H. & W.	Pension	Gross
Journeyman					
May 15/82	$16.05	$1.605	$.35	$.25	$18.255
Aug 1/82	17.05	$1.705	.35	.25	19.355
May 1/83	18.45	$1.845	.35	.25	20.895
Nov 1/83	18.85	$1.885	.35	.25	21.335

Foreman: shall be paid $1.25/hour above the employees regular hourly rate of pay while supervising up to 8 men and $1.50/hour above the employees regular hourly rate of pay while supervising over eight men.

Apprentice: all rates of pay brought to the nearest 5¢
1st year: 65%
2nd year: 75%
3rd year: 90%

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2 ten minute rest breaks in the 8 hour shift
- 1 1/2X for daily overtime Monday through Saturday, or in excess of 44 hours/week on out-of-town projects (where the employee does not return home each night)
- 2X for daily overtime Monday through Friday or 40 hours/week on all Industrial Projects, where a pre-job conference is to be held
- 2X for all other overtime, Saturdays, Sundays and holidays
- hot meal supplied after 2 hours overtime and every 4 hours worked thereafter
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any such days as may be declared a Public Holiday by the Federal and/or Provincial Government

Plumbers -Province-wide -C.L.R. Mechanical Trade Division and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union 488, Edmonton and Local 496, Calgary

Sept 19/88 - Jul 30/91

	Net	H.P.	H. & W.	Pension	Education Trust Fund	Supp. Benefit Fund	Gross	% Change (Net)
INDUSTRIAL CONSTRUCTION								
Edmonton								
Journeyman Plumber & Steamfitter, Pipefitter, Welder								
Previous rate:	$19.47							
Sept 19/88	19.47	$1.95	$.75	$1.18	$.11	$.03	$23.49	0.0
Jan 1/89	20.00	2.00	.75	1.18	.11	.03	24.07	2.7
Sept 1/89	20.70	2.07	.75	1.30	.15	.03	25.00	3.5
May 1/90	21.25	2.13	.80	1.30	.15	.03	25.66	2.7
						Total over Agreement		9.1
Calgary								
Journeyman Plumber & Steamfitter, Pipefitter, Welder								
Previous rate:	$19.70							
Sept 19/88	19.70	$1.97	$.65	$1.07	$.10	$.03	$23.52	0.0
Jan 1/89	20.20	2.02	.65	1.07	.10	.03	24.07	2.5
Sept 1/89	20.93	2.09	.65	1.15	.15	.03	25.00	3.6
May 1/90	21.32	2.13	.75	1.28	.15	.03	25.66	1.9
						Total over Agreement		8.2

Foreman: minimum rate of wages shall be $2.50 per hour above the basic Journeyman rates

General Foreman: minimum rate of wages shall be $5.00 per hour above the basic Journeyman rates

	Net	H.P.	H. & W.	Pension	Education Trust Fund	Supp. Benefit Fund	Gross	% Change (Net)
COMMERCIAL & INSTITUTIONAL CONSTRUCTION								
Edmonton								
Journeyman Plumber & Steamfitter, Pipefitter,Welder								
Previous rate:	N/A							
Jul 13/89	$16.50	$1.65	$.75	$1.18	$.11	$.03	$20.22	N/A
Sept 1/89	17.25	1.72	.75	1.30	.15	.03	21.20	4.6
Jan 1/90	17.75	1.77	.75	1.30	.15	.03	21.75	2.9
						Total over agreement		N/A

Plumbers -Province-wide Cont'd
Sept 19/88 - Jul 30/91

	Net	H.P.	H. & W.	Pension	Education Trust Fund	Supp. Benefit Fund	Gross	% Change (Net)
Commercial & Institutional								
Journeyman Plumber & Steamfitter, Pipefitter, Welder								
Calgary								
Previous rate:	N/A							
Jul 13/89	$16.70	$1.67	$.65	$1.07	$.10	$.03	$20.22	N/A
Sept 1/89	17.47	1.75	.65	1.15	.15	.03	21.20	4.6
Jan 1/90	17.97	1.80	.65	1.15	.15	.03	21.75	2.9
						Total over Agreement		N/A

Foreman: minimum rate shall be $2.00 per hour above the basic Journeyman rates

General Foreman: minimum rate shall be $4.00 per hour above the basic Journeyman rates

Industrial, Commercial & Institutional Construction

Apprentice:
1st year: 50%
2nd year: 60%
3rd year: 70%
4th year: 80%

- 8 hours/day; 40 hours/week - Monday to Friday
- Monday-Friday 1 1/2x for the first 2 hours, all other overtime at 2x including Saturday, Sunday and Statutory Holidays
- suitable meal to be provided after 10 hours worked in a single shift
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day (Canada Day in the Commercial & Institutional Construction Sector in place of Dominion Day),first Monday in August,Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Plumbers -Lethbridge	-Mechanical Contractors Association of Alberta - Calgary District (Lethbridge Area) and United Association of Journeyman and Apprentices of the Plumbing and
May 1/82 - Apr 30/84	Pipefitting Industry of the United States and Canada Local Union 780

New province-wide agreement see page 23A.1.

Plumbers -Red Deer -The Red Deer Master Plumbing and Heating Contractors and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 496

New province-wide agreement see page 23A.1.

Refrigeration -Province-wide -C.L.R. Refrigeration Calgary and Edmonton Trade Divisions and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 646, Calgary Alberta and Local 613, Edmonton Alberta

Jul 6/82 - Apr 30/84

	Net	H.P.	H. & W.	Pension	Ind. Dev. Fund	Gross
Journeyman						
Jun 7/82	$16.05	$1.61	$.50	$.25	$.10	$18.51
Nov 1/82	16.87	1.69	.60	.25	.15*	19.56
May 1/83	18.01	1.80	.60	.50	.15	21.06
Nov 1/83	18.78	1.88	.60	.50	.15	21.91

Foreman: working foreman shall be paid an additional $1.50 to his regular rate

Apprentice: rates not mentioned in agreement

- 8 hours/day; 5 days/week - Monday to Friday
- 2X for all overtime - construction installation
- 1 1/2X first 3 hours; 2X thereafter and between the hours of 12:01 a.m. and 6:00 a.m. - service
- 2X Saturday, Sunday and holidays
- meal allowance provided after 10 hours work
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

NOTE: *Effective date of Industry Development Fund increase is September 1, 1982.

Roofers -Calgary -The Southern Alberta Sheet Metal and Roofing Contractors' Association and The Built-up Roofers' Damp and Waterproofers Section of the Sheet Metal Workers

Jan 1/85 - Oct 31/86 International Association, Local Union No. 8

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Clothing Allow.	Gross	% Change (Net)
Journeyman Roofer								
Previous rate:	$17.15							
Jan 1/85	12.00	$1.20	$.60	$.39	$.05	$.10	$14.34	-30.0
May 1/85	12.00	1.20	.67	.39	.05	.10	14.41	0
					Total over agreement extension			-30.0

Chargehand: 110% of the Journeyman rate

Experienced Roofer: 85% of Journeyman rate after 5,400 hour experience
Roofing Helper: 75% of Journeyman rate for 2,701 to 5,400 hours experience
55% of Journeyman rate for 0 to 300 hours experience
Roofing Trainee: 65% of Journeyman rate for 301 to 2,700 hours experience

Apprentice:
1st period: 70%
2nd period: 80%
3rd period: 90%

- 8 hours/day; maximum 40 hours/week, Monday to Friday 2-ten minute breaks/8 hours; 1 five minute clean-up
- 1 1/2X regular hours overtime;
- 1 1/2X regular hours (Saturdays other than make-up time)
- 2X (Sundays and Statutory Holidays)
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August, and any such day declared by the Federal and/or Provincial Government

Roofers -Edmonton -C.L.R. Roofers Edmonton Trade Division and The Construction and General Worker's Local No. 92, Edmonton

Jun 30/82 - Apr 30/84

	Net	H.P.	H. & W.	Pension	Gross
Journeyman					
June 30/82	$15.70	$1.57	$.35	$.50	$18.12
Nov 1/82	16.30	1.63	.40	.50	18.83
May 1/83	17.60	1.76	.40	.60	20.36
Nov 1/83	17.86	1.786	.40	.70	20.75
Truck Driver					
June 30/82	$14.20	$1.420	$.35	$.50	$16.47
Nov 1/82	14.80	1.48	.40	.50	17.18
May 1/83	16.10	1.61	.40	.60	18.71
Nov 1/83	16.36	1.636	.40	.70	19.10
Foreman					
June 30/82	$17.20	$1.72	$.35	$.50	$19.77
Nov 1/82	17.80	1.78	.40	.50	20.48
May 1/83	19.10	1.91	.40	.60	22.01
Nov 1/83	19.36	1.936	.40	.70	22.40

Apprentice:
1st year: 70%
2nd year: 80%
3rd year: 90%

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 rest breaks; length not specified
- 1 1/2X first 2 hours overtime; 2X thereafter
- 1 1/2X first 8 hours; 2X thereafter (Saturdays)
- 2X (Sundays and holidays)
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August (Civic) and any such day declared by Federal and/or Provincial Government

Roofers -Lethbridge -The Southern Alberta Sheet Metal and Roofing Contractors' Association and The Built-up Roofers' Damp and Waterproofers Section of the Sheet Metal Workers
May 1/82 - Apr 30/86* International Association, Local Union No. 8

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Gross	% Change (Net)
Journeyman Roofer							
May 1/82	$13.92	$1.40	$.40	$.39	$.01	$16.12	
Nov 1/82	14.52	1.45	.40	.39	.01	16.77	
May 1/83	15.72	1.57	.40	.39	.01	18.09	
Nov 1/83	16.32	1.63	.40	.39	.01	18.75	
Dec 9/83	14.46	1.446	.60	.39	.05	16.946	-11.4
May 1/85	15.40	1.540	.60	.39	.05	17.980	6.5
				Total over agreement extension			-5.6
Foreman (108% of Journeyman Roofer Rate effective Dec 9/83)							
May 1/82	$15.42	$1.55	$.40	$.39	$.01	$17.77	
Nov 1/82	16.02	1.60	.40	.39	.01	18.42	
May 1/83	17.22	1.72	.40	.39	.01	19.74	
Nov 1/83	17.82	1.78	.40	.39	.01	20.40	
Dec 9/83	15.62	1.562	.60	.39	.05	18.22	-12.4
May 1/85	16.63	1.663	.60	.39	.05	19.333	6.5
				Total over agreement extension			-6.7

Minimum rate up to 18 months or becoming apprentice: 65%

Apprentice:
1st period: 70%
2nd period: 80%
3rd period: 90%

- 8 hour/day; maximum 40 hours/week
- 2 ten minute breaks/8 hours; 1 five minute clean-up
- 1 1/2x first 2 hours overtime; 2x thereafter
- 1 1/2 x first 4 hours; 2x thereafter (Saturdays)
- 2x (Sundays and Statutory Holidays)
- Recognized Holidays - New Year's Day, Christmas Day, Boxing Day, Remembrance Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Civic Holiday, Thanksgiving Day

NOTE: *This collective agreement originally expired April 30/86.

Sheet Metal -Province-wide -C.L.R. Sheet Metal Provincial Trade Division & The sheet Metal Workers International Association Local #8

Jul 31/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Benev. Fund	Gross	% Change (Net)
COMMERCIAL & INSTITUTIONAL CONSTRUCTION							
Journeyman Sheet Metal Worker & Welder							
Previous rate:	N/A						
Sept 5/89	$17.00	$1.70	$.67	$.53	$.05	$19.95	N/A
Nov 1/89	17.25	1.75	.67	.53	.05	20.25	1.0
Jan 1/90	17.25	1.75	.67	.85	.05	20.57	0
May 1/90	17.75	1.78	.67	.85	.05	21.10	2.9
Nov 1/90	18.50	1.85	.67	.85	.05	21.92	4.2
Apr 1/91	19.00	1.90	.67	.85	.05	22.47	2.7
					Total over agreement extension		N/A

Foreman "B": rate shall be $1.00 per hour above the Journeyman rate

Foreman "A": rate shall be $1.65 per hour above the Journeyman rate

Apprentice:

Sheet Metal Worker		Welder	
1st year:	50%	1st year:	60%
2nd year:	65%	2nd year:	75%
3rd year:	75%	3rd year:	90%
4th year:	85%		

INDUSTRIAL CONSTRUCTION

Journeyman Sheet Metal Worker & Welder							
Previous rate:	N/A						
Sept 5/89	$19.50	$1.95	$.67	$.85	$.05	$23.02	N/A
Nov 1/89	19.75	1.98	.67	.85	.05	23.50	1.3
May 1/90	20.75	2.08	.67	.85	.05	24.40	5.1
Nov 1/90	21.25	2.13	.67	.85	.05	24.95	2.4
Apr 1/91	21.60	2.16	.67	.85	.05	25.33	1.6
					Total over agreement		N/A

Foreman "B": rate shall be $2.00 per hour above the Journeyman rate

Foreman "A": rate shall be $3.00 per hour above the Journeyman rate

Sheet Metal Cont'd
Jul 31/89 - Apr 30/91

Apprentice:

Sheet Metal Worker		Welder	
1st year:	50%	1st year:	60%
2nd year:	65%	2nd year:	75%
3rd year:	75%	3rd year:	90%
4th year:	85%		

- Industry Advancement Fund -10¢ per hour worked
- 8 hours/day, Mon - Fri, 40 hours/week
- 2 ten minute breaks during each shift
- meal provided after 2 hours overtime
- Recognized Holidays - New Year's Day, Christmas Day, Boxing Day, Remembrance Day, Good Friday, Victoria Day, Canada Day, Labour Day, Civic Holiday (1st Monday in August), Thanksgiving Day, and any day declared by the Federal or Provincial Government

- Industrial Construction 1 1/2X first 2 hours Mon - Fri, 2X thereafter and on Saturday, Sunday and Holidays
- Commercial & Institutional Construction
  1 1/2X all overtime Mon- Fri and the first 8 hours on Saturday, 2X thereafter, Sundays and Holidays

NOTE: The previous collective agreements were single employer agreements thus some percentage increases can not be calculated.

Sheet Metal -Various locations -Various Individual Employers & Sheet Metal Workers International Association Local Union No. 8

May 1/87 - Apr 30/89

NOTE: To all users. This became single employer collective agreements for the 87-89 term.

Sheeters, Cladders and Deckers -Province-wide -Sheeting, Cladding (Provincial) Trade Division and The Sheet Metal Workers' International Association Local Union No. 8 Province of Alberta and District of Mackenzie, Northwest Territories

Jun 5/89 - Apr 30/91

	Net	H.P.	H. & W.	Retirement & Savings Plan	Benev. Fund	Gross	% Change (Net)
Journeyman Sheeter							
Commercial:							
Previous rate:	$17.50						
Jun 5/89	17.00	$1.700	$.67	$.85	$.05	$20.270	N/A
Jan 1/90	17.25	1.725	.67	.85	.05	20.545	1.5
May 1/90	17.75	1.775	.67	.85	.05	21.095	2.9
Nov 1/90	18.50	1.850	.67	.85	.05	21.920	4.2
					Total over agreement		N/A
Industrial:							
Previous rate:	$17.50						
Jun 5/89	19.00	$1.900	$.67	$.85	$.05	$22.470	N/A
May 1/90	20.00	2.00	.67	.85	.05	23.570	5.3
Nov 1/90	20.50	2.050	.67	.85	.05	24.120	2.5
					Total over agreement		N/A

Foreman: in charge of 10 or more men 110% of the Journeyman rate, up to 10 men 106% of Journeyman rate

Trainees & Probationary Employees:

Probationary Employee: no previous experience to the completion of the first six months (1000 hours) - 65%

1st Period Trainee: completion of probationary period to the last day of the 15th month (more than 1000 hours and up to 2,500 hours): 70%

2nd Period Trainee: completion of 1st. Period Trainee period to the last day of the 24th month (more than 2,500 hours and up to 4,000 hours): 80%

3rd Period Trainee: completion of 2nd. Period Trainee term to the last day of the 36th month (more than 4,000 hours and up to 6,000): 90%

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2 ten minute breaks in each shift
- Industrial: 1st 2 hours Mon. - Fri. 1 1/2X; thereafter Sat., Sun., and Statutory holidays 2X
  Commercial: Mon.- Fri. 1 1/2X for all excess normal hours, Sat. first 8 hours 1 1/2X thereafter, Sunday, Statutory holidays 2X
- Recognized Holidays - New Year's Day, Christmas Day, Boxing Day, Remembrance Day, Good Friday, Victoria Day, Canada Day, Labour Day, Civic Holiday, Thanksgiving and any day declared by the Federal or Provincial Government

NOTE: The wage rate from May 1/85 was not maintained to Jun 5/89 so the percentage change cannot be calculated.

Sidewalks Curbs, Gutters -Calgary -Various Contractors and The Construction and General Workers' Catch Basins Leads, A.G.T. Local Union 1111 Conduit Constructors, etc.

May 1/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Labourer, Concrete Labourer, Chuteman, Pump Tender, Swamper, Signalman, Heat Tender							
Previous rate:	$11.85						
May 1/89	12.30	$1.230	$.50	$.70	$.06	$14.79	3.8
May 1/90	12.85	1.285	.50	.80	.06	15.50	4.5
					Total over agreement		8.4
Vibrator Operator, Chipper, Tamperman, Form Truck Driver, Bob Cat Operator, Tractor Operator, Pipewrapper, Surveyor Helper, Manhole Builder, Grademan, Concrete Sawman, and Labourer Using Other Normal Tools and conveyances							
Previous rate:	$11.95						
May 1/89	12.40	$1.240	$.50	$.70	$.06	$14.90	3.8
May 1/90	12.95	1.295	.50	.80	.06	15.61	4.4
					Total over agreement		8.4
Forklift Operator, Pumpcrete Operator, Pipelayer, Jackhammer Breakout Mean, Line Setters							
Previous rate:	$12.40						
May 1/89	12.95	$1.295	$.50	$.70	$.06	$15.51	4.4
May 1/90	13.50	1.350	.50	.80	.06	16.21	4.3
					Total over agreement		8.9
Concrete Labourer Grade 1, Powderman, Air Trac Driller, Formsetter							
Previous rate:	$12.70						
May 1/89	13.30	$1.330	$.50	$.70	$.06	$15.89	4.7
May 1/90	14.00	1.400	.50	.80	.06	16.76	5.3
					Total over agreement		10.2

Foreman: shall be paid $1.25/hour above the highest classification working under him.

- 8 hours/day; 40 hours/week - Monday through Saturday
- 2 ten minute rest breaks per day
- suitable meal or pay in lieu for work in excess of 4 hours beyond normal shift
- 1 1/2X all hours worked over 8 per day, 40/week Mon. - Sat. 2X for Sundays and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August and any such day declared by the Federal Government and/or Alberta Provincial Government

NOTE: Pension increase on July 1/90.

Sidewalks Curbs, Gutters, Calgary Catch Basins Leads, A.G.T. Conduit Constructors, etc. -Various Contractors and The Construction and General Workers' Local Union 1111

May 1/88 - Apr 30/89

	Net	H.P.	H. & W.	Pension	Training	Gross	% Change (Net)
Labourer, Concrete Labourer, Chuteman, Pump Tender, Swamper, Signalman, Heat Tender							
Previous rate:	$11.40						
May 1/88	11.85	$1.19	$.40	$.70	$.06	$14.20	4.0
						Total over agreement	4.0
Vibrator Operator, Chipper, Tamperman, Formtruck Driver, Bob Cat Operator, Tractor Operator, Pipewrapper, Surveyor Helper, Manhole Builder, Grademan, Concrete Sawman, and Labourer Using Other Normal Tools and conveyances							
Previous rate:	$11.50						
May 1/88	11.95	$1.20	$.40	$.70	$.06	$14.31	3.9
						Total over agreement	3.9
Forklift Operator, Pumpcrete Operator, Pipelayer, Jackhammer Breakout Man, Line Setters							
Previous rate:	$11.90						
May 1/88	12.40	$1.24	$.40	$.70	$.06	$14.80	4.2
						Total over agreement	4.2
Concrete Labourer Grade 1, Powderman, Air Trac Driller, Formsetter							
Previous rate:	$12.10						
May 1/88	12.70	$1.27	$.40	$.70	$.06	$15.13	5.0
						Total over agreement	5.0

Foreman: shall be paid $0.90/hour above the highest classification working under him.

- 8 hours/day; 40 hours/week - Monday through Saturday
- 2 ten minute rest breaks per day
- suitable meal or pay in lieu if overtime worked in excess of 4 hours beyond normal shift
- 1 1/2X all hours worked over 8 per day, 40/week Mon. - Sat. 2X for Sundays and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August and any such day declared by the Federal Government and/or Alberta Provincial Government

Teamsters -Province-wide -Industrial Contractors Association of Alberta and General Teamsters Local 362 affiliated the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

Dec 4/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Fuel trucks, concrete transit mix or other specialized concrete hauling equipment, nodwell drivers, Low beds, all types of semi-trailers and dump trucks over 12 cy (9.17 cubic meters) and up to 35 ton rated capacity and water pulls						
Previous rate:	N/A					
Dec 4/89	$19.07	$1.907	$.95	$.70	$22.627	N/A
May 1/90	19.57	1.957	1.05	.85	23.427	2.6
				Total over agreement		N/A
All vehicles 35 ton rated capacity and over and utility drivers						
Previous rate:	N/A					
Dec 4/89	$19.17	$1.917	$.95	$.70	$22.737	N/A
May 1/90	19.67	1.967	1.05	.85	23.537	2.6
				Total over agreement		N/A
Dump trucks over 8 cy (6.12 cubic meters) and up to 12 cy (9.17 cubic meters) tandem axle, water trucks, flat deck with or without winches or A-Frame, Hiab over 80,000 G.V.W. and similar equipment						
Previous rate:	N/A					
Dec 4/89	$19.02	$1.902	$.95	$.70	$22.572	N/A
May 1/90	19.52	1.952	1.05	.85	23.372	2.6
				Total over agreement		N/A
Dump trucks up to and including 8 cy (6.12 cubic meters), fork-lifts, single axle water trucks, manhaul, crummie, bus or other type of equipment requiring class 2 license, single axle, flat decks with or without winches or A-Frames and fuel truck helper, hiab under 80,000 G.V.W. and similar equipment						
Previous rate:	N/A					
Dec 4/89	$18.87	$1.887	$.95	$.70	$22.407	N/A
May 1/90	19.37	1.937	1.05	.85	23.207	2.6
				Total over agreement		N/A
Pick-up trucks and farm tractors						
Previous rate:	N/A					
Dec 4/89	$18.57	$1.857	$.95	$.70	$22.077	N/A
May 1/90	19.07	1.907	1.05	.85	22.877	2.7
				Total over agreement		N/A
Specialized Warehouseman, one having a high degree of Knowledge of Special Materials re: instruments and components, piping and electrical, tools, etc.						
Previous rate:	N/A					
Dec 4/89	$19.42	$1.942	$.95	$.70	$23.012	N/A
May 1/90	19.92	1.992	1.05	.85	23.812	2.6
				Total over agreement		N/A

Teamsters Province-wide Cont'd
Dec 4/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
General Receiving and Issuing Warehouseman						
Previous rate:	N/A					
Dec 4/89	$18.82	$1.882	$.95	$.70	$22.352	N/A
May 1/90	19.32	1.932	1.05	.85	23.152	2.7
				Total over agreement		N/A
Warehouse Helper						
Previous rate:	N/A					
Dec 4/89	$18.42	1.842	$.95	$.70	$21.912	N/A
May 1/90	18.92	1.892	1.05	.85	22.712	2.7
				Total over agreement		N/A

Foreman: shall be paid $1.10 above the highest paid equipment operator under his supervision

Working Foreman: shall be paid $0.85 above the highest paid equipment operator under his supervision

General Foreman: shall be paid $1.65 above the highest paid equipment operator under his supervision

Specialized Warehouseman Working Foreman: shall be paid $1.10 above the specialized warehouseman's rate

Warehouse General Foreman: shall be paid $1.65 above the specialized warehouseman's rate

- 8 hours/day - Mon - Fri 40 hours /week
- 2 breaks during regularly scheduled shift
- after 2 hours overtime a meal will be provided and every 4 hours thereafter
- 1 1/2X first 2 hour Mon - Fri, 2X thereafter, Saturdays, Sundays and Holidays
- Recognized Holidays - New Year's Day, Canada Day, Thanksgiving Day, Boxing Day, Good Friday, Civic Holiday, Remembrance Day, Victoria Day, Labor Day, Christmas Day, and any day declared by Federal and/or Provincial Government

NOTE: The benefit packages increased on January 1, 1990 and on January 1, 1991, Health & Welfare increased to $1.15 and Pension increased to $1.00.

Tile Trades -Southern Alberta -Tile, Terrazzo and Marble Association of Southern Alberta and International Union of Bricklayers and Allied Craftsmen Local Union No. 2

July 1/87 - June 30/88

	Net	H.P.	H. & W.	Pension	Gross	Promotion Fund	% Change (Net)
Journeyman							
Previous rate: $15.00							
July 1/87	16.00	$1.60	$.51	$.55	$18.66	$.20	6.7
Jan 1/88	16.50	1.65	.51	.55	19.21	.20	3.1
						Total over agreement	10.0

Helpers

	July 1/87	Jan. 1/88
1st period (to 350 hrs.)	$ 9.00	$ 9.50
2nd period (to 700 hrs.)	10.00	10.50
3rd period (to 1050 hrs.)	10.50	11.00
4th period (to 1200 hrs.)	11.50	12.00
Thereafter	13.50	13.50

Apprentice:

1st 1050 hrs:	$ 9.60	$ 9.90
2nd 1050 hrs:	10.80	11.14
3rd 1050 hrs:	12.00	12.38
4th 1050 hrs:	13.20	13.62
5th 1050 hrs:	14.40	14.85
6th 1050 hrs:	15.20	15.68

All subsequent hours at Journeyman's rate

Foreman: shall receive a rate of $2.00/hour over the Journeyman's rate

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 1 five minute clean-up period allowed prior to quitting time
- on any shift worked a rest period of 10 minutes allowed after every 2 hours of work at immediate work area
- 1 1/2X for all overtime, Sunday and holidays 2X
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Canada Day, Civic Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Tilesetters -Northern Alberta -Edmonton Tile, Terrazzo and Marble Firms and Construction and General Workers' Local Union No. 92

May 1/85-Apr 30/87*

	Net	H.P.	H. & W.	Pension	Gross	% Change (Net)
Tile & Terrazzo Helper						
Previous rate: $15.39						
May 1/85	12.00	$1.200	$.40	$.70	$14.30	-22.0
					Total over agreement	-22.0
Base Machine Grinder						
Previous rate: $15.94						
May 1/85	13.75	$1.375	$.40	$.70	$16.23	-13.7
					Total over agreement	-13.7
Floor Machine Operator (After six months)						
Previous rate: $15.69						
May 1/85	13.50	$1.350	$.40	$.70	$15.95	-14.0
					Total over agreement	-14.0

- 5 regular work days per week
- 2 fifteen minute breaks in each shift
- Overtime remuneration shall be as per provincial regulations
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared by Dominion, Provincial or Civic Government

NOTE: *This collective agreement originally expired April 30, 1986 but was extended for one year with no wage rate changes.

Tilesetters -Edmonton -Edmonton Construction Association (Tile, Terrazzo and Marble Section) and Bricklayers Allied Craftsmen & Apprentices Union Local 1

No longer bargaining together.

PART II

HIGHWAY CONSTRUCTION

Alberta Roadbuilders Association -International Union of Operating Engineers Local 955

Aug 13/89 - Feb 28/91

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Certified Mechanics, Welders, Bodymen, Electrical Mechanics and Journeymen Machinists							
Previous rate:	N/A						
Mar 1/89	$15.91	$1.30	$.50	$.30	$.01	$18.02	N/A
Mar 1/90	16.91	1.56	.60	.40	.01	19.48	8.3
						Total over agreement	N/A
Group 1 - Mechanic; Bodyman; Welder; Machinist; Electrical Mechanic; Crane-15 capacity and over; Shovel; Dragline; Backhoe and Similar Equipment 1 1/2 cu. yd. capacity and over; Gradhall; Motor grader-finisher; Front End Loader - 10 cu. yd. capacity and over, Cat-D-10 equivalent and over, Piledriver Operator, Motor Scrapers 657 and Over, Lowboy, Operator (loads and unloads)							
Previous rate:	$14.41						
Mar 1/89	15.41	$1.26	$.50	$.30	$.01	$17.48	8.4
Mar 1/90	16.41	1.51	.60	.40	.01	18.93	9.7
						Total over agreement	19.0
Group 2 - Cat-D2 to under D-10 equivalent with attachments; Dozer; Scraper; Ripper; Pusher; Front End Loader (1 cu. yd. and under 10 cu. yd.); Motor grader; Motor scrapers and similar equipment under Cat-657; Plants-Asphalt, Gravel Crushing, Concrete, Screening and Washing, Soil Cement; Shovel, Dragline, Backhoe and similar equipment under 1 1/2 cu. yd.; Crane-under 15 ton capacity; Tire Mechanic; Serviceman; Off Highway Vehicle-50 tons and over, Finishing steel roller (asphalt), Paver (Asphalt or concrete), Screen (Asphalt or concrete paving), Slip form paver or extruder, Trucks - 5 or more axle units, Finish Rakerman; Planer (1/2 lane and over); Concrete Pump Operator							
Previous rate:	$12.75						
Mar 1/89	13.75	$1.13	$.50	$.30	$.01	$15.69	7.3
Mar 1/90	14.75	1.36	.60	.40	.01	17.12	7.3
						Total over agreement	15.7
Group 3 - Bit Grinder; Bus Driver; A-Frame, Forklift; Cat-under D2 with attachments; Distributor; Front End Loader under 1 cu. yd.; Gravel and Chip Spreader; Steel Roller, breakdown (Asphalt) Self-Propelled rubber-tired roller-large, over 20T; Self-propelled compactor-large including spreading device, 815 equivalent and over; Soil Cement Travel Mixer; Tire Serviceman; Plants-Assistant Operator, Asphalt, Gravel crushing, Concrete, Screening & Washing, Soil Cement, D-6 Equivalent and larger Packer Cat or Base Spreader/Jersey Spreader or Equivalent; Trucks - 3 and 4 axle units; Off highway vehicles under 50 tons; Planer under 1/2 lane; self propelled Sweeper							
Previous rate:	$10.37						
Mar 1/89	11.53	$0.95	$.50	$.30	$.01	$13.29	11.2
Mar 1/90	12.53	$1.15	.60	.40	.01	14.69	8.7
						Total over agreement	20.8

Alberta Roadbuilders Cont'd
Aug 13/89 - Feb 28/91

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Group 4 - Oiler; Steel Roller-Base; Self-propelled rubber-tired roller, small; base and paving up to 20T; Seaman Mixer pull type; Plants - Helper; Packer Cat under D6 and equivalent; Self propelled compactors-all other types up to 815 or equivalent; Rubber-tired tractor; compressor; Pumpman; Mechanic's or serviceman's helper; Trucks - 2 axle units.							
Previous rate:	$7.75						
Mar 1/89	8.75	$.72	$.50	$.30	$.01	$10.28	12.9
Mar 1/905	9.75	$.90	.60	.40	.01	11.66	11.4
						Total over agreement	25.8

Wage Rates Tunnel Work

	Net	H.P.	H. & W.	Pension	Training Fund	Gross	% Change (Net)
Mechanic; Welder Journeyman; Mole and similar mechanical excavators							
Previous rate:	$14.58						
Mar 1/89	15.58	$1.28	$.50	$.30	$.01	$17.67	6.9
Mar 1/90	16.58	1.53	.60	.40	.01	19.12	6.4
						Total over agreement	13.7
Cat D-5 and larger; Mucking Machines (Conway 101 types); Front End Loader (over 1 cu. yd.)							
Previous rate:	$13.47						
Mar 1/89	14.47	$1.19	$.50	$.30	$.01	$16.47	7.4
Mar 1/88	15.47	1.42	.60	.40	.01	17.90	6.9
						Total over agreement	14.9
Cat under D-5; Mucking Machines (Eimco over Model 140); Front End Loader (up to 1 cu. yd.); Locomotive, Diesel or Gas; Pumpcrete or similar							
Previous rate:	$13.30						
Mar 1/89	14.30	$1.17	$.50	$.30	$.01	$16.28	7.5
Mar 1/90	15.30	1.41	.60	.40	.01	17.72	7.0
						Total over agreement	15.0

Learner Operators: will be paid one group below their classification for a period of 3 months. Learner operators in group 4, shall be paid $1.00 less than the group 4 rate.

Apprentice: pay as per the Manpower Development Act

Alberta Roadbuilders Cont'd
Aug 13/89 - Feb 28/91

Outside the Cities of Edmonton, Calgary, Red Deer, Lethbridge and Medicine Hat

- 10 hours/day; 44 hours/week, Sat - Sun
- 2 ten minute coffee breaks per shift
- meal provided after 6 consecutive hours on the latter half of a regular shift
- 1 1/2X all overtime

Within the Cities of Edmonton, Calgary, Red Deer, Lethbridge and Medicine Hat

- 8 hours/day, 40 hours/week, Mon - Sat
- 2 ten minute coffee breaks per shift
- meal provided after 6 consecutive hours on the latter half of a regular shift
- 1 1/2X all overtime

Inside & Outside Cities

- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

PART III

PIPELINE CONSTRUCTION

The Pipeline Contractors Association of Canada -The Labourers International Union of North America
Mainline Agreement

May 1/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Training	Industry Promotion Fund	Gross	% Change (Net)
Rodman, chainman, stakeman, pipefinder, flagman								
Previous rate:	$15.15							
May 1/89	16.79	$1.679	$.50	$.90	$.15	$.11	$20.129	10.8
May 1/90	18.15	1.815	.50	.90	.15	.11	21.625	8.1
						Total over agreement		19.8
General Labourer, skid setter, specialized labourer helper								
Previous rate:	$15.40							
May 1/89	17.04	$1.704	$.50	$.90	$.15	$.11	$20.404	10.7
May 1/90	18.40	1.840	.50	.90	.15	.11	21.900	8.0
						Total over agreement		19.5
Buffer, grader, swamper, driller helper, saw filer								
Previous rate:	$15.60							
May 1/89	17.24	$1.724	$.50	$.90	$.15	$.11	$20.624	10.5
May 1/90	18.60	$1.860	.50	.90	.15	.11	22.120	7.9
						Total over agreement		19.2
Paper latcher, dope pot fireman n/m, power saw operator								
Previous rate:	$15.70							
May 1/89	17.34	$1.734	$.50	$.90	$.15	$.11	$20.734	10.5
May 1/90	18.70	1.870	.50	.90	.15	.11	22.230	7.8
						Total over agreement		19.1
Jackhammerman, pneumatic tool operator, breaker operator, auger toolman, polyurethane nozzleman, faller								
Previous rate:	$15.90							
May 1/89	17.54	$1.754	$.50	$.90	$.15	$.11	$20.954	10.3
May 1/90	18.90	1.890	.50	.90	.15	.11	$22.450	7.8
						Total over agreement		18.9
Driller, hi-scaler, concrete saw operator, powderman								
Previous rate:	$16.35							
May 1/89	17.99	$1.799	$.50	$.90	$.15	$.11	$21.449	10.0
May 1/90	19.35	1.935	.50	.90	.15	.11	22.945	7.6
						Total over agreement		18.4
Specialized Labourer								
Previous rate:	$16.40							
May 1/90	18.04	$1.804	$.50	$.90	$.15	$.11	$21.504	10.0
May 1/90	19.40	1.940	.50	.90	.15	.11	23.000	7.5
						Total over agreement		18.3

The Pipeline Contractors Association of Canada - Labourers Cont'd
Mainline
May 1/88 - Apr 30/91

- 8 hours/day; 40 hours/week
- 1 1/2X first 2 hours, 2X thereafter, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day declared by the Federal or Provincial Government

The Pipeline Contractors Association of Canada -The Labourers International Union of North America
Mainline Agreement

May 1/87 - Apr 30/89

	Net	H.P.	H. & W.	Pension	Training	Industry Promotion Fund	Gross	% Change (Net)
Rodman, chainman, stakeman, pipefinder, flagman								
Previous rate: $15.15								
May 1/87	15.15	$1.515	$.40	$.80	$.15	$.11	18.125	0.0
					Total over agreement			0.0
General Labourer, skid setter, specialized labourer helper								
Previous rate: $15.40								
May 1/87	15.40	$1.540	$.40	$.80	$.15	$.11	$18.400	0.0
					Total over agreement			0.0
Buffer, grader, swamper, driller helper, saw filer								
Previous rate: $15.60								
May 1/87	15.60	$1.560	$.40	$.80	$.15	$.11	$18.620	0.0
					Total over agreement			0.0
Paper latcher, dope pot fireman N/M, power saw operator								
Previous rate: $15.70								
May 1/87	15.70	$1.570	$.40	$.80	$.15	$.11	$18.730	0.0
					Total over agreement			0.0
Jackhammerman, pneumatic tool operator, breaker operator, auger toolman, polyurethane nozzleman, faller								
Previous rate: $15.90								
May 1/87	15.90	$1.590	$.40	$.80	$.15	$.11	$18.950	0.0
					Total over agreement			0.0
Driller, hi-scaler, concrete saw operator, powderman								
Previous rate: $16.35								
May 1/87	16.35	$1.635	$.40	$.80	$.15	$.11	$19.445	0.0
					Total over agreement			0.0
Specialized Labourer								
Previous rate: $16.40								
May 1/87	16.40	$1.640	$.40	$.80	$.15	$.11	$19.500	0.0
					Total over agreement			0.0

Note: $1.00 per hour paid above regular rate for all hot work

- 8 hours/day; 40 hours/week
- 1 1/2X first 2 hours, 2X thereafter, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day declared by the Federal or Provincial Government

The Pipeline Contractors Association of Canada Mainline Agreement

-The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

May 1/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Training	Industry Promotion Fund	Gross	% Change (Net)
Non-Welder Journeyman, Welder Journeyman								
Previous rate:	$23.33							
May 1/89	24.42	$2.442	$1.20	$2.15	$.10	$.11	$30.422	4.7
May 1/90	25.60	2.560	1.30	2.50	.10	.11	32.170	4.8
						Total over agreement		9.7
Welder-Bead/Hot Pass								
Previous rate:	$23.93							
May 1/89	25.02	$2.502	$1.20	$2.15	$.10	$.11	$31.082	4.6
May 1/90	26.20	2.620	1.30	2.50	.10	.11	32.830	4.7
						Total over agreement		9.5
Pipe Foreman, Tie-in Foreman								
Previous rate:	$23.58							
May 1/89	24.67	$2.467	$1.20	$2.15	$.10	$.11	$30.697	4.6
May 1/90	25.85	2.585	1.30	2.50	.10	.11	32.445	4.8
						Total over agreement		9.6
Welder Foreman								
Previous rate:	$24.08							
May 1/89	25.17	$2.517	$1.20	$2.15	$.10	$.11	$31.247	4.5
May 1/90	26.35	2.635	$1.30	2.50	.10	.11	32.995	4.7
						Total over agreement		9.4

Welder helper: 70% of non-welder Journeyman

General helper: 35¢ per hour above welder helper

Welders and Helpers working on hot tie-ins $1.00 per hour above regular rate

- 8 hours/day; 40 hours/week
- 1 1/2X first 2 hours, 2X thereafter, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Government

The Pipeline Contractors Association of Canada Mainline Agreement

-The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

May 1/87 - Apr 30/89

	Net	H.P.	H. & W.	Pension	Training	Industry Promotion Fund	Gross	% Change (Net)
Non-Welder Journeyman, Welder Journeyman								
Previous rate:	$22.28							
May 1/87	22.74	$2.274	$.90	$1.40	$.10	$.11	$27.524	2.1
May 1/88	23.33	2.333	.90	1.65	.10	.11	28.423	2.6
						Total over agreement		4.7
Welder-Bead/Hot Pass								
Previous rate:	$22.88							
May 1/87	23.34	$2.334	$.90	$1.40	$.10	$.11	$28.184	2.0
May 1/88	23.93	2.393	.90	1.65	.10	.11	29.083	2.5
						Total over agreement		4.6
Pipe Foreman, Tie-in Foreman								
Previous rate:	$22.53							
May 1/87	22.99	$2.299	$.90	$1.40	$.10	$.11	$27.799	2.0
May 1/88	23.58	2.358	.90	1.65	.10	.11	28.698	2.6
						Total over agreement		4.7
Welder Foreman								
Previous rate:	$23.03							
May 1/87	23.49	$2.349	$.90	$1.40	$.10	$.11	$28.349	2.0
May 1/88	24.08	2.408	.90	1.65	.10	.11	29.248	2.5
						Total over agreement		4.6

Welder helper: 70% of non-welder Journeyman

General helper: 35¢ per hour above welder helper

Welders and Helpers working on hot tie-ins $1.00 per hour above regular rate

- 8 hours/day; 40 hours/week (Mainline pipeline)
- 1 1/2X first 2 hours, 2X thereafter, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Government

Pipeline Contractors Association of Canada -The International Brotherhood of Teamsters, Chauffeurs, Mainline Agreement Warehousemen and Helpers of America

May 1/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Training Fund	Industry Promotion Fund	Gross	% Change (Net)
Lowbed driver								
Previous rate:	$22.23							
May 1/89	23.87	$2.387	$ .95	$1.30	-	$.11	$28.617	7.4
May 1/90	25.51	2.551	1.05	1.40	$.10	.11	30.721	6.9
						Total over agreement		14.8
Bed tandem drivers, concrete transit-mix driver (contractor owned), magnum driver, warehouseman Class I								
Previous rate:	$21.40							
May 1/89	23.04	$2.304	$ .95	$1.30	-	$.11	$27.704	7.7
May 1/90	24.68	2.468	1.05	1.40	$.10	.11	29.808	7.1
						Total over agreement		15.3
Semi-trailer driver (including fuel, water, deck), pipe and pole trailer truck driver (hauling & stringing), tree farmer, "A" frame hiab Swedish-type cranes over 80,000 GVW and similar equipment, (transportation), belly dump truck driver, hovercraft driver								
Previous rate:	$21.25							
May 1/89	22.89	$2.289	$ .95	$1.30	-	$.11	$27.539	7.7
May 1/90	24.30	2.430	1.05	1.40	$.10	.11	29.390	6.2
						Total over agreement		14.4
Bombardier driver, nodwell driver, track truck driver (transportation)								
Previous rate:	$21.00							
May 1/89	22.64	$2.264	$ .95	$1.30	-	$.11	$27.264	7.8
May 1/90	24.05	2.405	1.05	$1.40	$.10	$.11	$29.115	6.2
						Total over agreement		14.6
"A" frame hiab Swedish-type cranes under 80,000 GVW and similar equipment (transportation), dump truck 12 yards less than 24 yards								
Previous rate:	$20.95							
May 1/89	22.59	$2.259	$ .95	$1.30	-	$.11	$27.209	7.8
May 1/90	24.00	2.400	1.05	1.40	$.10	.11	29.060	6.2
						Total over agreement		14.6
Fuel truck driver (2000 gallons and over ex semi-trailers)								
Previous rate:	$20.70							
May 1/89	22.25	$2.225	$ .95	$1.30	-	$.11	$26.835	7.5
May 1/90	23.43	2.343	1.05	1.40	$.10	.11	28.433	5.3
						Total over agreement		13.2

Pipeline Contractors Association of Canada - Teamsters Cont'd
Mainline
May 1/89 - Apr 30/91

	Net	H.P.	H. & W.	Pension	Training Fund	Industry Promotion Fund	Gross	% Change (Net)
Flat deck truck driver (5 tons and over with winch)								
Previous rate:	$20.75							
May 1/89	22.30	$2.230	$ .95	$1.30	-	$.11	$26.890	7.5
May 1/90	23.48	2.348	1.05	1.40	$.10	.11	28.488	5.3
						Total over agreement		13.2
Flat deck truck driver (under 5 tons), farm type tractor (transportation, material hauling), dump truck less than 8 yards, propane truck, preheat truck								
Previous rate:	$20.35							
May 1/89	21.53	$2.153	$ .95	$1.30	-	$.11	$26.043	5.8
May 1/90	22.71	2.271	1.05	1.40	$.10	.11	$27.641	5.5
						Total over agreement		11.5
Flat deck truck driver (under 5 tons with winch), bus, manhaul, crew cab driver (requires passenger carrying license)								
Previous rate:	$20.45							
May 1/89	21.63	2.163	$ .95	$1.30	-	$.11	26.153	5.8
May 1/90	22.81	2.281	1.05	1.40	$.10	.11	27.751	5.5
						Total over agreement		11.6
Forklifts and cranemobiles, etc. (in warehouse area)								
Previous rate:	$20.40							
May 1/89	21.58	2.158	$ .95	$1.30	-	$.11	26.098	5.8
May 1/90	22.76	2.276	1.05	1.40	$.10	.11	27.696	5.5
						Total over agreement		11.5
Pickups[1], pilot car or truck (where legally required), fuel truck drivers helper								
Previous rate:	$19.90							
May 1/89	21.08	$2.108	$ .95	$1.30	-	$.11	25.548	5.9
May 1/90	22.26	2.226	1.05	1.40	$.10	.11	27.146	5.6
						Total over agreement		11.9
Fuel truck driver (under 2000 gallons), vacuum truck, flat deck truck driver (5 tons & over), dump truck 8 yards to less than 12 yards, Warehouseman II								
Previous rate:	$20.65							
May 1/89	22.20	$2.220	$ .95	$1.30	-	$.11	$26.780	7.5
May 1/90	23.38	2.338	1.05	1.40	$.10	.11	28.378	5.3
						Total over agreement		13.2

Dump Truck Rates: $.10 added for each additional 12 yds. over 24 yds.

Dynamite Truck: $.25/hour above rate of truck when hauling powder.

Pipeline Contractors Association of Canada - Teamsters Cont'd
Mainline
May 1/89 - Apr 30/91

- 8 hours/day; 40 hours/week, Mon. - Sun.
- 1 1/2X first 2 hours overtime, 2X thereafter, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, first Monday in August Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Government

NOTE: 1. This is not applicable when used by supervisory personnel, office staff, field engineering areas and maintenance crews.

Pension and Health & Welfare Plans increased January 1, 1990, Health & Welfare Plan also increased to $1.15 per hour January 1, 1991.

Pipeline Contractors Association of Canada -The International Brotherhood of Teamsters, Chauffeurs, Mainline Agreement Warehousemen and Helpers of America

May 1/87 - Apr 30/89

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Gross	% Change (Net)
Lowbed driver							
Previous rate:	$22.23						
May 1/87	22.23	$2.223	$.85	$1.30	$.11	$26.713	0.0
					Total over agreement		0.0
Bed tandem driver, concrete transit-mix driver (contractor owned), magnum driver, warehouseman Class I							
Previous rate:	$21.40						
May 1/87	21.40	$2.140	$.85	$1.30	$.11	$25.800	0.0
					Total over agreement		0.0
Semi-trailer driver (including fuel, water, deck), pipe and pole trailer truck driver (hauling & stringing), tree farmer, "A" frame hiab Swedish-type cranes over 80,000 GVW and similar equipment, (transportation), belly dump truck driver							
Previous rate:	$21.25						
May 1/87	21.25	$2.125	$.85	$1.30	$.11	$25.635	0.0
					Total over agreement		0.0
Bombardier driver, nodwell driver, track truck driver (transportation)							
Previous rate:	$21.00						
May 1/87	21.00	$2.100	$.85	$1.30	$.11	$25.360	0.0
					Total over agreement		0.0
"A" frame hiab Swedish-type cranes under 80,000 GVW and similar equipment (transportation), dump truck 12 yards to less than 24 yards							
Previous rate:	$20.95						
May 1/87	20.95	$2.095	$.85	$1.30	$.11	$25.305	0.0
					Total over agreement		0.0
Fuel truck driver (2000 gallons and over ex semi-trailer)							
Previous rate:	$20.70						
May 1/87	20.70	$2.070	$.85	$1.30	$.11	$25.030	0.0
					Total over agreement		0.0
Fuel truck driver (under 2000 gallons), vacuum truck, flat deck truck driver (5 tons & over), dump truck 8 yards to less than 12 yards, warehouseman Class II							
Previous rate:	$20.65						
May 1/87	20.65	$2.065	$.85	$1.30	$.11	$24.975	0.0
					Total over agreement		0.0

Pipeline Contractors Association of Canada - Teamsters Cont'd
Mainline
May 1/87 - Apr 30/89

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Gross	% Change (Net)
Flat deck truck driver (5 tons and over with winch)							
Previous rate:	$20.75						
May 1/87	20.75	$2.075	$.85	$1.30	$.11	$25.085	0.0
					Total over agreement		0.0
Flat deck truck driver (under 5 tons), farm type tractor (transportation, material hauling) dump truck less than 8 yards, propane truck, preheat truck							
Previous rate:	$20.35						
May 1/87	20.35	$2.035	$.85	$1.30	$.11	$24.645	0.0
					Total over agreement		0.0
Flat deck truck driver (under 5 tons with winch), bus, manhaul, crew cab driver (requires passenger carrying license)							
Previous rate:	$20.45						
May 1/87	20.45	$2.045	$.85	$1.30	$.11	$24.755	0.0
					Total over agreement		0.0
Forklifts and cranemobiles, etc. (in warehouse area)							
Previous rate:	$20.40						
May 1/87	20.40	$2.040	$.85	$1.30	$.11	$24.700	0.0
					Total over agreement		0.0
Pickups[1], pilot car or truck, (where legally required), fuel truck drivers helper							
Previous rate:	$19.90						
May 1/87	19.90	$1.990	$.85	$1.30	$.11	$24.150	0.0
					Total over agreement		0.0

Dump Truck Rates: $.10 added for each additional 12 yds. over 24 yds.

Dynamite Truck: $.25/hour above rate of truck when hauling powder.

- 8 hours/day; 40 hours/week, Mon. - Sun.
- 1 1/2X first 2 hours, 2X thereafter, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Government

NOTE: 1. This is not applicable when used by supervisory personnel, office staff, field engineering areas and maintenance crews.

The Pipeline Contractors Association of Canada -The International Union of Operating Engineers
Mainline Agreement

May 1/89-Apr 30/91

	Net	H.P.	H. & W.	Pension	Training	Industry Promotion Fund	Gross	% Change (Net)
Apprentice Operator								
Previous rate:	$16.56							
May 1/89	17.56	$1.756	$.65	$.95	$.10	$.11	$21.126	6.0
May 1/90	18.61	1.861	.75	$1.10	.20	.11	22.631	6.0
					Total over agreement			12.4
Intermediate Operator								
Previous rate:	$20.48							
May 1/89	21.84	$2.184	$.65	$.95	$.10	$.11	$25.834	6.6
May 1/90	22.89	2.289	.75	$1.10	.20	.11	27.339	4.8
					Total over agreement			11.8
Principal Operator Group II								
Previous rate:	$20.96							
May 1/89	22.41	$2.241	$.65	$.95	$.10	$.11	$26.461	6.9
May 1/90	23.68	2.368	.75	$1.10	.20	.11	28.208	5.7
					Total over agreement			13.0
Principal Operator Group I								
Previous rate:	$22.23							
May 1/89	23.68	$2.368	$.65	$.95	$.10	$.11	$27.858	6.5
May 1/90	25.18	2.518	.75	$1.10	.20	.11	29.858	6.3
					Total over agreement			13.3

NOTE: A premium payment of $1.00 per hour applies for hot work

- 8 hours/day; 40 hours/week
- 1 1/2X first 2 hours, 2X thereafter, Sundays and Holidays
- 2X Sundays and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Government

The Pipeline Contractors Association of Canada -The International Union of Operating Engineers
Mainline Agreement

May 1/87-Apr 30/89

	Net	H.P.	H. & W.	Pension	Training	Industry Promotion Fund	Gross	% Change (Net)
Apprentice Operator								
Previous rate:	$16.56							
May 1/87	16.56	$1.656	$.50	$.75	$.05	$.11	$19.626	0.0
					Total over agreement			0.0
Intermediate Operator								
Previous rate:	$20.48							
May 1/87	20.48	$2.048	$.50	$.75	$.05	$.11	$23.938	0.0
					Total over agreement			0.0
Principal Operator Group II								
Previous rate:	$20.96							
May 1/87	20.96	$2.096	$.50	$.75	$.05	$.11	$24.466	0.0
					Total over agreement			0.0
Principal Operator Group I								
Previous rate:	$22.23							
May 1/87	22.23	$2.233	$.50	$.75	$.05	$.11	$25.873	0.0
					Total over agreement			0.0

NOTE: A premium payment of $1.00 per hour applies for hot work

- 8 hours/day; 40 hours/week
- overtime, 1 1/2X first 2 hours, 2X thereafter and Sundays and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Government

The Pipeline Contractors Association of Canada -The Labourers International Union of North America
Distribution & Gathering Systems

May 1/88 - Apr 30/90

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Training	Gross	% Change (Net)
Rodman, chainman, stakeman, pipefinder, flagman								
Previous rate:	$13.12							
May 1/88	14.03	$1.403	$.40	$.80	$.11	$.15	$16.893	6.9
May 1/89	14.94	1.494	.40	.80	.11	.15	17.894	6.5
						Total over agreement		13.9
General Labourer, skid setter, specialized labourer helper								
Previous rate:	$13.32							
May 1/88	14.23	$1.423	$.40	$.80	$.11	$.15	$17.113	6.8
May 1/89	15.14	1.514	.40	.80	.11	.15	18.114	6.4
						Total over agreement		13.7
Buffer, grader, swamper, driller helper, saw filer								
Previous rate:	$13.52							
May 1/88	14.43	$1.443	$.40	$.80	$.11	$.15	$17.333	6.7
May 1/89	15.34	1.534	.40	.80	.11	.15	18.334	6.3
						Total over agreement		13.5
Paper latcher, dope pot fireman N/H, power saw operator								
Previous rate:	$13.62							
May 1/88	14.53	$1.453	$.40	$.80	$.11	$.15	$17.443	6.7
May 1/89	15.44	1.544	.40	.80	.11	.15	18.444	6.3
						Total over agreement		13.4
Jackhammerman, pneumatic tool operator, breaker operator, auger toolman, polyurethane nozzleman, faller								
Previous rate:	$13.72							
May 1/88	14.63	$1.463	$.40	$.80	$.11	$.15	$17.553	6.6
May 1/89	15.54	1.554	.40	.80	.11	.15	18.554	6.2
						Total over agreement		13.3
Driller, hi-scaler, concrete saw operator, powderman								
Previous rate:	$13.82							
May 1/88	14.73	$1.473	$.40	$.80	$.11	$.15	$17.663	6.6
May 1/89	15.64	1.564	.40	.80	.11	.15	18.664	6.2
						Total over agreement		13.2
Specialized labourer								
Previous rate:	$14.27							
May 1/88	15.18	$1.518	$.40	$.80	$.11	$.15	$18.158	6.4
May 1/89	16.09	1.609	.40	.80	.11	.15	19.159	6.0
						Total over agreement		12.8

Pipeline Contractors Association of Canada - Labourers Cont'd
Distribution & Gathering Systems
May 1/88 - Apr 30/90

- Oct. 1 to Mar. 31: 8 hours/day, 40 hours/week, Apr. 1 to Sept. 30: 9 hours/day, 45 hours/week
- 1 1/2 X Monday - Saturday, 2 X Sunday and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, and any day proclaimed by the Federal or Provincial Government

The Pipeline Contractors Association of Canada
Distribution & Gathering Systems

-The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

May 1/88-Apr 30/90

	Net	H.P.	H. & W.	Pension	Training	Industry Promotion Fund	Gross	% Change (Net)
Welder Journeyman								
Previous rate:	$20.62							
May 1/88	21.46	$2.146	$1.00	$1.65	$.15	$.11	$26.516	4.1
May 1/89	22.51	2.251	1.00	1.75	.15	.11	27.771	4.9
						Total over agreement		9.2
Non-Welder Journeyman								
Previous rate:	$18.57							
May 1/88	19.45	$1.945	$1.00	$1.65	$.15	$.11	$24.305	4.7
May 1/89	20.50	2.050	1.00	1.75	.15	.11	25.560	5.4
						Total over agreement		10.4
Graded Helper								
Previous rate:	$14.82							
May 1/88	15.70	$1.570	$1.00	$1.65	$.15	$.11	$20.180	5.9
May 1/89	16.75	1.675	1.00	1.75	.15	.11	21.435	6.7
						Total over agreement		13.0
Helper								
Previous rate:	$14.37							
May 1/88	15.26	$1.526	$1.00	$1.65	$.15	$.11	$19.696	6.2
May 1/89	16.31	1.631	1.00	1.75	.15	.11	20.951	6.9
						Total over agreement		13.5

- 8 hours/shift; 40 hours/week, Monday to Sunday
- 1 1/2X first 2 hours Mon - Sat, 2X thereafter, Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, first Monday in August, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and any days proclaimed by Federal or Provincial Government

Pipeline Contractors Association of Canada -The International Brotherhood of Teamsters, Chauffeurs, Distribution & Gathering Systems Warehousemen and Helpers of America

May 1/88-Apr 30/90

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Gross	% Change (Net)
Lowbeds, bed tandems							
Previous rate:	$14.87						
May 1/88	15.78	$1.578	$.85	$1.30	$.11	$19.618	6.1
May 1/89	16.69	1.669	.85	1.30	.11	20.619	5.8
					Total over agreement		12.2
Semi-trailers, pole trailers, stringing trucks, tree farmers							
Previous rate:	$14.70						
May 1/88	15.61	$1.561	$.85	$1.30	$.11	$19.431	6.2
May 1/89	16.52	1.652	.85	1.30	.11	20.432	5.8
					Total over agreement		12.4
Track trucks (transportation), winch trucks, A-frames or hoist equipped trucks (transportation), dump truck over 8 yards							
Previous rate:	$14.48						
May 1/88	15.39	$1.539	$.85	$1.30	$.11	$19.189	6.3
May 1/89	16.30	1.630	.85	1.30	.11	20.190	5.9
					Total over agreement		12.6
Fuel trucks, warehouseman, vacuum trucks							
Previous rate:	$14.36						
May 1/88	15.27	$1.527	$.85	$1.30	$.11	$19.057	6.3
May 1/89	16.18	1.618	.85	1.30	.11	20.058	6.0
					Total over agreement		12.7
Flat beds, supply trucks, buses, farm type tractors (transportation, material hauling), forklifts (warehouse), dump truck 8 yard and under							
Previous rate:	$14.14						
May 1/88	15.05	$1.505	$.85	$1.30	$.11	$18.815	6.4
May 1/89	15.96	1.596	.85	1.30	.11	19.816	6.1
					Total over agreement		12.9

- 8 hours/day; 40 hours/week
- 1 1/2 X all overtime Mon - Sat, 2 X Sundays and Holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and any day proclaimed by Federal or Provincial Government

The Pipeline Contractors Association of Canada -The International Union of Operating Engineers
Distribution & Gathering Systems

May 1/88-Apr 30/90

	Net	H.P.	H. & W.	Pension	Training Fund	Industry Promotion Fund	Gross	% Change (Net)
Apprentice Operator								
Previous rate:	$12.60							
May 1/88	13.51	$1.351	$.50	$.75	$.05	$.11	$16.271	7.2
May 1/89	14.42	1.442	.50	.75	.05	.11	17.272	6.7
						Total over agreement		14.4
Intermediate Operator								
Previous rate:	$15.27							
May 1/88	16.18	$1.618	$.50	$.75	$.05	$.11	$19.208	6.0
May 1/89	17.09	1.709	.50	.75	.05	.11	20.209	5.6
						Total over agreement		11.9
Principal Operator								
Previous rate:	$16.39							
May 1/88	17.30	$1.730	$.50	$.75	$.05	$.11	$20.440	5.6
May 1/89	18.21	1.821	.50	.75	.05	.11	21.441	5.5
						Total over agreement		11.1

- 8 hours/day; 40 hours/week
- 1 1/2 X all overtime and Saturdays, 2 X Sunday and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Government

Pipeline Contractors Association of Canada -The Labourers International Union of North America
Small Inch Pipeline

May 1/88 - Sept 1/89

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Gross	% Change (Net)
General Labourer							
Previous rate:	$10.00						
May 1/88	10.25	$.738	$.40	$.80	$.05	$12.238	2.5
Nov 1/88	10.50	.756	.40	.80	.05	12.506	2.4
					Total over agreement		5.0
Labourer operating power tools							
Previous rate:	$10.50						
May 1/88	10.75	$.774	$.40	$.80	$.05	$12.774	2.4
Nov 1/88	11.00	.792	.40	.80	.05	13.042	2.3
					Total over agreement		4.8

Driller, Powderman: $4.00 per hour above the Labourer operating power tools regular rate

Driller Help: 80% of the driller regular rate

- 8 hours/day; 40 hours/week - Monday to Sunday
- 1 1/2 X for all overtime
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, 1st Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared by the Federal or Provincial Government

NOTE: Holiday Pay is 7.2%.
Extended to September 1, 1989 with no changes.

The Pipeline Contractors Association of Canada -The United Association of Journeymen and Apprentices of Small Inch Pipeline Plumbing and Pipe Fitting Industry of the United States and Canada

May 1/88 - Sept 1/89

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Gross	% Change (Net)
Non-Welder Journeyman, Welder Journeyman							
Previous rate:	$17.00						
May 1/88	17.25	$1.242	$.60	$1.40	$.05	$20.542	1.5
Nov 1/88	17.50	1.260	.60	1.40	.05	20.810	1.5
					Total over agreement		2.9
Welder-Bead/Hot Pass, Welder Tie-In							
Previous rate:	$17.50						
May 1/88	17.75	$1.278	$.60	$1.40	$.05	$21.078	1.4
Nov 1/88	18.00	1.296	.60	1.40	.05	21.346	1.4
					Total over agreement		2.9
Graded Helpers							
Previous rate:	$12.50						
May 1/88	12.75	$.918	$.60	$1.40	$.05	$15.718	2.0
Nov 1/88	13.00	.936	.60	1.40	.05	15.986	2.0
							4.0
Welder Helpers							
Previous rate:	$10.00						
May 1/88	10.25	$.738	$.60	$1.40	$.05	$13.038	2.5
Nov 1/88	10.50	.756	.60	1.40	.05	13.306	2.4
							5.0

- 8 hours/day; 40 hours/week - Monday to Sunday
- 1 1/2X for all overtime
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, 1st Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared by the Federal or Provincial Government

NOTE: Holiday Pay is 7.2%.
Extended to September 1, 1989 with no changes.

Pipeline Contractors Association of Canada -The International Brotherhood of Teamsters, Chauffeurs, Small Inch Pipeline Warehouse and Helpers of America

May 1/88 - Sept 1/89

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Gross	% Change (Net)
Warehouse, vacuum truck, flat bed, supply truck, bus, farm type tractor, forklift							
Previous rate:	$10.00						
May 1/88	10.25	$.738	$.95	$1.30	$.05	$13.288	2.5
Nov 1/88	10.50	.756	.95	$1.30	.05	13.556	2.4
					Total over agreement		5.0
Fuel truck, track truck, winch truck, A-frame or hoist equipped truck							
Previous rate:	$12.50						
May 1/88	12.75	$.918	$.95	$1.30	$.05	$15.968	2.0
Nov 1/88	13.00	.936	.95	1.30	.05	16.236	2.0
					Total over agreement		4.0
Lowbed, bed tandem, warehouseman Class I, semi-trailer, pole trailer, stringing truck, tree farmer							
Previous rate:	$15.00						
May 1/88	15.25	$1.098	$.95	$1.30	$.05	$18.648	1.7
Nov 1/88	15.50	1.116	.95	1.30	.05	18.916	1.6
					Total over agreement		3.3

- 8 hours/day; 40 hours/week - Monday to Sunday
- 1 1/2 X for all overtime
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, 1st Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared by the Federal or Provincial Government

NOTE: Holiday Pay is 7.2%.
Extended to September 1, 1989 with no changes.

The Pipeline Contractors Association of Canada -The International Union of Operating Engineers
Small Inch Pipeline

May 1/88 - Sept 1/89

	Net	H.P.	H. & W.	Pension	Industry Promotion Fund	Gross	% Change (Net)
Apprentice Operator							
Previous rate:	$10.00						
May 1/88	10.25	$.738	$.55	$.75	$.05	$12.338	2.5
Nov 1/88	10.50	.756	.55	.75	.05	12.606	2.4
					Total over agreement		5.0
Intermediate Operator							
Previous rate:	$12.50						
May 1/88	12.75	$.918	$.55	$.75	$.05	$15.018	2.0
Nov 1/88	13.00	.936	.55	.75	.05	15.286	2.0
					Total over agreement		4.0
Principal Operator							
Previous rate:	$15.00						
May 1/88	15.25	$1.098	$.55	$.75	$.05	$17.698	1.7
Nov 1/88	15.50	1.116	.55	.75	.05	17.966	1.6
					Total over agreement		3.3

- 8 hours/day; 40 hours/week - Monday to Sunday
- 1 1/2X for all overtime
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, 1st Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared by the Federal or Provincial Government

NOTE: Holiday Pay is 7.2%.
Extended to September 1, 1989 with no changes.

PART IV

PROJECT AGREEMENT

Associated-Kellogg Ltd. -Project Agreement -Multi-Union

Mar 5/85 - Sept 30/89

THIS PROJECT IS COMPLETED.

- 8 hr./day, 40 hrs./wk. - Mon.- Fri.
- 2 - 10 min. rest breaks/shift; 1/2 hr. (lunch unpaid)
- overtime - 1 1/2 X for first 2 hr. Mon.- Fri.;/ 2 X thereafter.
- 2 X all hrs. Sat., Sun., & Statutory holidays
- hot meal provided after 2 hr. overtime - paid for break if work continues after
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, Civic Day, and any holiday declared by the Provincial or Federal Government.
- Transportation from Ft. McMurray to job site provided or camp provided

International Association of Heat & Frost Insulation & Asbestos Workers Local 110

	Net	H.P.	H. & W.	Pension	Industry Fund	Gross
Journeyman Insulator						
Mar 1/85	$17.95	$1.795	$ .45	$ .80	$ .20	$21.19
Mar 1/86	18.45	1.845	.45	.80	.20	21.74
Mar 1/87	18.95	1.895	.45	.80	.20	22.29
Sept 1/87	19.45	1.945	.45	.80	.20	22.84

Apprentice:

	Indentured Before June 1/82	Indentured after June 1/82
1st year	70%	50%
2nd year	80%	60%
3rd year	90%	70%
4th year		80%

Bricklayers & Allied Craftsmen Local Union

	Net	H.P.	H. & W.	Pension	Gross
Bricklayers Refractory					
Mar 1/85	$19.32	$1.93	$.45	$.55	$22.25
Mar 1/86	19.82	1.98	.45	.55	22.80
Mar 1/87	20.32	2.03	.45	.55	23.35
Sept 1/87	20.82	2.08	.45	.55	23.90

NOTE: rate includes 10% for Refractory and Acid Proof Work

Foreman: rate is $1.00/hr. above Journeyman rate

Apprentice:
1st year: 60%
2nd year: 80%
3rd year: 90%

Associated-Kellogg Ltd. Cont'd

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, Helpers and Welders Local 146

	Net	H.P.	H. & W.	Pension	Education Fund	Apprentice-ship Fund	Admin. Fund	Gross
Journeyman Boilermaker								
Mar 1/85	$18.57	$1.857	$.70	$1.00	$.15	$.05	$.10	$22.43
Mar 1/86	19.07	1.907	.70	1.00	.15	.05	.10	22.98
Mar 1/87	19.57	1.957	.70	1.00	.15	.05	.10	23.48
Sept 1/87	20.07	2.007	.70	1.00	.15	.05	.10	24.08

Foreman: rate is 12% above Journeyman

Assistant Foreman: rate is 8% above Journeyman

Apprentice:
1st year: 60%
2nd year: 75%
3rd year: 90%

United Brotherhood of Carpenters & Joiners of America Local 1325

	Net	H.P.	H. & W.	Pension	Apprenticeship Fund	Gross
Journeyman Carpenter, Interior Systems Mechanics, Lathers						
Mar 1/85	$17.25	$1.72	$.42	$.80	$.015	$20.21
Mar 1/86	17.75	1.77	.42	.80	.015	20.76
Mar 1/87	18.25	1.82	.42	.80	.015	21.31
Sept 1/87	18.75	1.87	.42	.80	.015	21.86

Foreman Carpenter: rate is 10% above Journeyman

Foreman Lather: 1-8 men is $1.25/hr. over Journeyman. Over 8 men is $1.50 hr. over Journeyman

Foreman Interior Systems Mechanic: rate is 10% above Journeyman

Apprentice:

Carpenter		Lather	
1st year:	65%	1st 6 months:	60%
2nd year:	75%	2nd 6 months:	65%
3rd year:	85%	3rd 6 months:	75%
4th year:	95%	4th 6 months:	80%
		5th 6 months:	90%
		6th 6 months:	95%

Associated-Kellogg Ltd. Cont'd

Operative Plasterers & Cement Masons Int. Assoc. Local 372

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Plasterers					
Mar 1/85	$17.60	$1.76	$.35	$.25	$19.96
Mar 1/86	18.10	1.81	.35	.25	20.51
Mar 1/87	18.60	1.86	.35	.25	21.06
Sept 1/87	19.10	1.91	.35	.25	21.61

Foreman: 5-8 men is $1.25/hr. over Journeyman rate, over 8 men $1.50/hr. over Journeyman rate

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 90%

Operative Plasterers & Cement Masons Int. Assoc. Local 924

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Journeyman Cement Masons						
Mar 1/85	$16.41	$1.64	$.35	$.45	$.05	$18.90
Mar 1/86	16.91	1.69	.35	.45	.05	19.45
Mar 1/87	17.41	1.74	.35	.45	.05	20.00
Sept 1/87	17.91	1.79	.35	.45	.05	20.55

Foreman: rate is 10% above minimum rate corrected to nearest 5¢/hr.

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 85%

International Brotherhood of Electrical Workers Local 424

	Net	H.P.	H. & W.	Pension	Educational Trust Fund	Gross
Journeyman Electrician, Inside Wireman, Welder, Instrument Mechanic & Instrument Technician						
Mar 1/85	$18.35	$1.835	$.56	$1.175	$.065	$21.99
Mar 1/86	18.85	1.885	.56	1.175	.065	22.54
Mar 1/87	19.35	1.935	.56	1.175	.065	23.09
Sept 1/87	19.85	1.985	.56	1.175	.065	23.64

Associated-Kellogg Ltd. Cont'd
Electrical Workers Cont'd

General Foreman: rate is 118% of Journeyman rate

Foreman: rate is 112% of Journeyman rate

Sub Foreman: rate is 105% of Journeyman rate

Apprentice:
1st year: 45%
2nd year: 55%
3rd year: 65%
4th year: 75%

International Assoc. of Bridge, Structural & Ornamental Ironworkers Local 720

	Net	H.P.	H. & W.	Pension	Apprenticeship Fund	Gross
Journeyman (Structural) Machinery Movers & Riggers, Alberta Gov't Cert. Journeyman Welders						
Mar 1/85	$18.25	$1.82	$.40	$1.00	$.05	$21.52
Mar 1/86	18.65	1.86	.50	1.00	.05	22.06
Mar 1/87	19.10	1.91	.55	1.00	.05	22.61
Sept 1/87	19.60	1.96	.55	1.00	.05	23.16
Journeyman (Reinforcing) Machinery Movers & Riggers, Alta. Gov't Journeyman Welders						
Mar 1/85	$17.49	$1.74	$.40	$1.00	$.05	$20.68
Mar 1/86	17.99	1.79	.40	1.00	.05	21.23
Mar 1/87	18.49	1.84	.40	1.00	.05	21.78
Sept 1/87	18.99	1.89	.40	1.00	.05	22.33

Foreman: rate is $1.95/hr. above Journeyman rate

Apprentice:
1st year: 70%
2nd year: 80%
3rd year: 90%

Associated-Kellogg Ltd. Cont'd

The Construction & General Workers Local 92

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Classification 1 - Labourers, Tradesman Helper, Pump Tenders and Heat Tenders, Swamper, Signalmen, Grademen, Dumpmen, Hookupmen, Snow Blower, Operator, Track Layers, Yardmen						
Mar 1/85	$14.05	$1.405	$.40	$.70	$.15	$16.705
Mar 1/86	14.55	1.455	.40	.70	.15	17.255
Mar 1/87	15.05	1.505	.40	.70	.15	17.805
Sept 1/87	15.55	1.555	.40	.70	.15	18.355
Classification 2 - Chippermen, Tampermen, Power Buggy Operator, Truck Driver, Tractor Operator, Tubular Scaffold, Climbing Crane Swamper, Gas Tester, Belcrete Operator, Surveyor's Helpers, Concrete Labourers						
Mar 1/85	$14.15	$1.415	$.40	$.70	$.15	$16.815
Mar 1/86	14.65	1.465	.40	.70	.15	17.365
Mar 1/87	15.15	1.515	.40	.70	.15	17.915
Sept 1/87	15.65	1.565	.40	.70	.15	18.465
Classification 3 - Vibrator Operator, Bricklayers & Plasterers Helpers, Mixermen, Tool Crib Person, Sandblasters, Formsetters, Forklift Operators, Pumpcrete Operators, Drillers, Cement Joint Tile & Pipe Layers, Jeeping Pipe, Pipe Wrappers, Gunite Nozzle Men, Underground Labourers, Mucking Machine Operator, Jack Hammermen, Bob Cat Operators, Chain Saw Operators, Swinging Scaffold						
Mar 1/85	$14.25	$1.425	$.40	$.70	$.15	$16.925
Mar 1/86	14.75	1.475	.40	.70	.15	17.475
Mar 1/87	15.25	1.525	.40	.70	.15	18.025
Sept 1/87	15.75	1.575	.40	.70	.15	18.575
Classification 4 - Concrete Labourers Grade 1, Powderman & Air Truck Drillers, Mole Operators, Miners, Timbermen						
Mar 1/85	$14.40	$1.440	$.40	$.70	$.15	$17.09
Mar 1/86	14.90	1.490	.40	.70	.15	17.64
Mar 1/87	15.40	1.540	.40	.70	.15	18.19
Sept 1/87	15.90	1.590	.40	.70	.15	18.74

Associated-Kellogg Ltd. Cont'd
Construction & General Workers Cont'd

	Net	H.P.	H. & W.	Pension	Gross
Roofers Division					
Journeyman					
Mar 1/85	$16.61	$1.661	$.40	$.70	$19.37
Mar 1/86	17.11	1.711	.40	.70	19.92
Mar 1/87	17.61	1.761	.40	.70	20.47
Sept 1/87	18.11	1.811	.40	.70	21.02

Labour Foreman: rate is 10% over and above highest classification

General Foreman: rate is 10% over and above foreman

Apprentice:
1st year: 70%
2nd year: 80%
3rd year: 90%

Millwrights, Machinery Erectors & Maintenance Local 1460

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Journeyman Millwright						
Mar 1/85	$18.43	$1.843	$.65	$.96	$.03	$21.91
Mar 1/86	18.93	1.893	.65	.96	.03	22.46
Mar 1/87	19.43	1.943	.65	.96	.03	23.01
Sept 1/87	19.93	1.993	.65	.96	.03	23.56

Foreman: rate is $2.00 above Journeyman's rate

General Foreman: rate is $1.10 above Foreman's rate

Apprentice:
1st year: 60%
2nd year: 70%
3rd year: 80%
4th year: 90%

Associated-Kellogg Ltd. Cont'd

International Union of Operating Engineers Local 955

	Net	H.P.	H. & W.	Pension	Training Fund	Gross

Group I - Crane 12 T capacity and over, Piledriver, boring machine LDH & larger, sideboom stiff-leg, guy derrick, gin or guy pole, hoist (hoisting, lowering and/or erecting), dragline, hoe, shovel, clam, 1 1/2 cu. yd. & over, hammerhead and tower cranes 3 T & over, gradall, frontend loader 10 cu. yd. & over, concrete pump-60 ft of boom and over or 110 cu. yd./hr. capacity & over or 1000 PSI pressure & over, machinist, mechanic, welder

Mar 1/85	$17.97	$1.797	$.50	$.75	$.05	$21.07
Mar 1/86	18.47	$1.847	.50	.75	.05	21.62
Mar 1/87	18.97	$1.897	.50	.75	.05	22.17
Sept 1/87	19.47	$1.947	.50	.75	.05	22.72

Add $.05/hr. - 35 T cranes plus $.05/hr. - every 10 T over 35 T. Add $.15/hr. for boom or most mounted cabs on hammerhead & tower cranes

Group II - Hammerhead and tower crane up to 3 T, crawler and mobile cranes up to 12 T; boring machine MF and equivalent; travel type ditching machine (over 140 Cleveland); concrete pump - less than 60 ft. boom, or less than 110 cu. yd./hr. capacity or less than 1000 PSI pressure; dragline, hoe, shovel, clam over 1/2 cu. yd. capacity - 1 1/2 cu. yd.; frontend loader 5 cu. yd. capacity - 10 cu. yds; quad-tractor; motor scraper 657 and up; crawler tractors larger than D9

Mar 1/85	$17.72	$1.772	$.50	$.75	$.05	$20.79
Mar 1/86	18.22	1.822	.50	.75	.05	21.34
Mar 1/87	18.72	1.872	.50	.75	.05	21.89
Sept 1/87	19.22	1.922	.50	.75	.05	22.44

Add $.15/hr. operating boom or most mounted cabs on all hammerhead and tower cranes

Group III - Dragline, hoe, clam, shovel to 1/2 cu. yd.; crawler tractor with attachments over 75 b.h.p. - D9; motor scraper to 657 capacity; frontend & overhead loader 1 cu. yd. - 5 cu. yd. capacity (including Bob-Cat type); concrete miner 1 cu. yd. & up; crusher; batch plant; A-Frame; lowboy; grader; service truck; lubricator; boring machine BDH & smaller; partsman; compaction equipment with attachments

Mar 1/85	$17.32	$1.732	$.50	$.75	$.05	$20.35
Mar 1/86	17.82	1.782	.50	.75	.05	20.90
Mar 1/87	18.32	1.832	.50	.75	.05	21.45
Sept 1/87	18.82	1.882	.50	.75	.05	22.00

Associated-Kellogg Ltd. Cont'd
Operating Engineers Cont'd

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Group IV - Crawler tractors with attachments up to 75 b.h.p.; frontend & overhead loaders to 1 cu. yd. (including Bob-Cat type); concrete mixer up to 1 cu. yd.; single drum skip hoist; elevator operator, dump truck operator; forklift; sideloader; operated self-propelled & towed compaction equipment; single drum hoist for purposes other than Group I; partsman's helper						
Mar 1/85	$16.20	$1.620	$.50	$.75	$.05	$19.12
Mar 1/86	16.70	1.670	.50	.75	.05	19.67
Mar 1/87	17.20	1.720	.50	.75	.05	20.22
Sept 1/87	17.70	1.770	.50	.75	.05	20.77
Group V - Oiler, assistant operator; water pumps; compressors; mechanical heater (Herman Nelson, Dravo Type); tow tractor without attachments; mechanics helper; gas tester (sniffer); bori machine helper; rigger for Franki-type machine						
Mar 1/85	$15.34	$1.534	$.50	$.75	$.05	$18.17
Mar 1/86	15.84	1.584	.50	.75	.05	18.72
Mar 1/87	16.34	1.634	.50	.75	.05	19.27
Sept 1/87	16.84	1.684	.50	.75	.05	19.82
Group VI - Steam Engineer 2nd Class						
Mar 1/85	$17.97	$1.797	$.50	$.75	$.05	$21.07
Mar 1/86	18.47	1.847	.50	.75	.05	21.62
Mar 1/87	18.97	1.897	.50	.75	.05	22.17
Sept 1/87	19.47	1.947	.50	.75	.05	22.72
- Steam Engineer 3rd Class						
Mar 1/85	$17.72	$1.772	$.50	$.75	$.05	$20.79
Mar 1/86	18.22	1.822	.50	.75	.05	21.34
Mar 1/87	18.72	1.872	.50	.75	.05	21.89
Sept 1/87	19.22	1.922	.50	.75	.05	22.44
- Steam Engineer 4th Class						
Mar 1/85	$17.52	$1.752	$.50	$.75	$.05	$20.57
Mar 1/86	18.02	1.802	.50	.75	.05	21.12
Mar 1/87	18.52	1.852	.50	.75	.05	21.67
Sept 1/87	19.02	1.902	.50	.75	.05	22.22

Associated-Kellogg Ltd. Cont'd
Operating Engineers Cont'd

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Fireman						
Mar 1/85	$17.32	$1.732	$.50	$.75	$.05	$20.35
Mar 1/86	17.82	1.782	.50	.75	.05	20.90
Mar 1/87	18.32	1.832	.50	.75	.05	21.45
Sept 1/87	18.82	1.882	.50	.75	.05	22.00

International Brotherhood of Painters & Allied Trades Local 1016

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Painter					
Current	$16.45	$1.645	$.40	$.40	$18.90
Mar 1/86	16.95	1.695	.40	.40	19.45
Mar 1/87	17.45	1.745	.40	.40	20.00
Sept 1/87	17.95	1.795	.40	.40	20.55

Spray Painting & Sandblasting: rate is $1.00/hr. over Journeyman rate

Charge-hand: rate is $.75/hr. over Journeyman rate

Foreman: rate is $1.50/hr. over Journeyman rate

Apprentice:
1st year: 60%
2nd year: 75%
3rd year: 85%

Note: All work performed above 8 meters where free fall is possible and all work performed inside hazardous enclosures such as tanks are paid a premium of $.75/hr.

United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of U.S. & Canada Local 488

	Net	H.P.	H. & W.	Pension	Education Trust Fund	Supp. Benefit Fund	Gross
Journeyman (Plumbers, Steamfitters, Pipefitters, Welders)							
Mar 1/85	$18.22	$1.822	$.60	$1.10	$.07	$.02	$21.832
Mar 1/86	18.72	1.872	.60	1.10	.07	.02	22.382
Mar 1/87	19.22	1.922	.60	1.10	.07	.02	22.932
Sept 1/87	19.72	1.972	.60	1.10	.07	.02	23.482

Associated-Kellogg Ltd. Cont'd
Plumbers & Pipefitters Cont'd

Foreman: rate is 12 1/2%/hr. above Journeyman rate

General Foreman: rate is 25%/hr. above Journeymen rate

Apprentice:
1st year: 50%
2nd year: 60%
3rd year: 70%
4th year: 80%

Sheet Metal Workers International Association Local 8

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Gross
Journeyman Sheet Metal Worker, Journeyman Welder - Jobsite						
Mar 1/85	$17.50	$1.75	$.67	$.85	$.05	$20.82
Mar 1/86	18.00	1.80	.67	.85	.05	21.37
Mar 1/87	18.50	1.85	.67	.85	.05	21.92
Sept 1/87	19.00	1.90	.67	.85	.05	22.47

Journeyman Welder - Plant
Alberta 1st Class: 90%
Alberta 2nd Class: 80%

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Gross
Truck Driver-Senior, Metal Building Qualified Erector/Fabricator						
Mar 1/85	$13.05	$1.305	$.67	$.85	$.05	$15.93
Mar 1/86	13.55	1.355	.67	.85	.05	16.48
Mar 1/87	14.05	1.405	.67	.85	.05	17.03
Sept 1/87	14.55	1.455	.67	.85	.05	17.58
Truck Driver - Regular						
Mar 1/85	$11.50	$1.15	$.67	$.85	$.05	$14.22
Mar 1/86	11.94	1.194	.67	.85	.05	14.70
Mar 1/87	12.38	1.238	.67	.85	.05	15.19
Sept 1/87	12.82	1.282	.67	.85	.05	15.67

Associated-Kellogg Ltd. Cont'd
Sheet Metal Workers Cont'd

Sub-Foreman (Sheet Metal, Welder - Jobsite): rate is 106% of Journeyman rate

Foreman (Sheet Metal, Welder - Jobsite): rate is 110% of Journeyman rate

Sub-Foreman (Qualified Erector/Fabricator): rate is 106% of Journeyman rate

Foreman (Qualified Erector/Fabricator): rate is 110% of Journeyman rate

Apprentice:

	1st Period	2nd Period	3rd Period	4th Period
Sheet Metal Worker	50%	65%	75%	85%
Welder (Jobsite)	60%	75%	90%	N/A
Welder-Plant (Alta. 1st Class)	60% of 90%	75% of 90%	90% of 90%	90%
Welder-Plant (Alta. 2nd Class)	60% of 90%	75% of 90%	90% of 90%	80%
Sheeter/Decker	70%	80%	90%	N/A
Erector/Fabricator	71.3%	79.35%	88.15%	N/A

International Brotherhood of Teamsters Chauffeurs, Warehousemen & Helpers of America Local 362

	Net	H.P.	H. & W.	Pension	Gross
Drivers:					
-All vehicles 35T rated capacity - 60 T inclusive and Utility Drivers					
Apr 1/85	$16.62	$1.662	$ .85	$ .70	$19.83
NOTE: Vehicles over 60 T capacity add $.10/hr. each additional 25 T capacity					
-Fuel Trucks, Concrete Transit Mix or Specialized Concrete Hauling Equipment, Nodwell Drivers, Low Beds, all Semi-Trailers & Dump Trucks over 12 cy. (9.17 cu. m) & up to 35 T capacity & Water Pulls					
Apr 1/85	$16.52	$1.652	$.85	$.70	$19.72
-Dump Truck over 8 cy. (6.12 cu. m) up to 12 cy. (9.17 cu. m) Tandem Axle, Water Trucks, Flat Deck with or without A-Frame					
Apr 1/85	$16.47	$1.647	$.85	$.70	$19.67
-Dump Trucks up to 8 cy. (6.12 cu. m) Forklifts, Single Axle Water Trucks, Manhaul, Crummie, Bus or other equipment requiring Class 2 License single axle, flat Decks with or without winches or A-Frames & Fuel Truck Helper					
Apr 1/85	$16.32	$1.632	$.85	$.70	$19.50
NOTE: When any boards or other apparatus are added to Dump Truck for purpose of increasing capacity, rate for increased capacity paid					

Associated-Kellogg Ltd. Cont'd
Teamsters Cont'd

	Net	H.P.	H. & W.	Pension	Gross
-Pick-up Trucks & Farm Tractors					
Apr 1/85	$16.02	$1.602	$ .85	$ .70	$19.17

Drivers

General Foreman: rate is $1.65/hr. above highest paid equipment operator

Foreman: rate is $1.10/hr. above highest paid equipment operator

Warehouse:

-Specialized Warehouseman, one having high degree of knowledge of special materials re: instruments & components, piping & electrical, tools etc.

Apr 1/85	$16.87	$1.687	$.85	$.70	$20.11

-General Receiving & Issuing Warehouseman

Apr 1/85	$16.27	$1.627	$.85	$.70	$19.45

Warehouse

General Foreman: rate is $1.55/hr. above specialized warehouse rate

Specialized Warehouseman Working Foreman: rate is $1.15/hr. above specialized warehouseman rate

Warehouse Foreman

Apr 1/85	$15.87	$1.587	$.85	$.70	$19.01

NOTE: This agreement was extend eighteen months from March 1, 1988 with no changes.

Genesee Contractors Association -Project Agreement -Northern Alberta and Northwest Territories Building Trade Council

Aug 3/87 - Aug 2/89

- 8 hours/day, 40 hours/week, Monday through Friday
- 2 ten minute coffee breaks per shift
- 1 1/2x first 2 hours Monday - Friday and Saturday 1st four hours, 2x thereafter and Sundays

United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of U.S. and Canada

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allow.	Gross
Journeyman	$17.50	$1.75	$.60	$1.10	$.07	$.02	$2.16	$23.20

Millwrights, Machinery Erectors and Maintenance Union of the United Brotherhood of Carpenters and Joiners of America

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allow.	Gross
Journeyman	$17.72	$1.772	$.65	$.96	$.03	-	$2.16	$23.29

United Brotherhood of Carpenters and Joiners of America

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allow.	Gross
Journeyman	$16.54	$1.65	$.42	$.80	$.015	-	$2.16	$21.585

Construction and General Workers Union

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allow.	Gross
Labourer	$13.34	$1.334	$.40	$.70	$.15	-	$2.16	$18.08

International Association of Heat & Frost Insulation & Asbestos Workers Union

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allowance	Gross
Journeyman	$17.24	$1.724	$.45	$.80	$.20	-	$2.16	$22.57

Genesee Contractors Association Cont'd

Operative Plasterers & Cement Masons Union

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allow.	Gross
Journeyman Plasterer	$16.89	$1.689	$.35	$.25	-	-	$2.16	$21.34
Journeyman Cement Mason	$15.70	$1.570	$.35	$.45	$.05	-	$2.16	$20.28

International Association of Sheet Metal Workers

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allow.	Gross
Journeymen: Sheet Metal, Sheeters, Cladders & Deckers								
	$17.46	$1.746	$.67	$.85	$.05	-	$2.16	$22.936

The Built-Up Roofers' Damp and Waterproofers Section of the Sheet Metal Workers Union

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Benefit	Site Allow.	Gross
Journeyman Roofer	$15.90	$1.59	$.40	$.70	-	-	$2.16	$20.75

Brotherhood of Boilermakers, From Ship Builders, Blacksmiths, Forgers, and Helpers Local 146

	Net	H.P.	H. & W.	Pension	Education Training	Appren-tichship Fund	Gross	Admin. Fund
Journeyman	$19.82							
Sept 1/88	19.66	$1.966	$.87	$1.00	$.15	$.05	$23.696	$.15
Dec 5/88	20.25	2.025	.87	1.50	.16	.06	24.865	.15
July 1/89	20.58	2.058	.87	1.75	.18	.08	25.518	.15

International Union of Bricklayers and Allied Craftsmen

	Net	H.P.	H. & W.	Pension	Training Fund	Supp. Ben.	Site Allow.	Gross
Tilers	$15.57	$1.557	$.51	$.55	-	-	$2.16	$20.35

Genesee Contractors Association Cont'd

International Brotherhood of Electrical Workers Local Union 254 and 424

	Net	H.P.	H. & W.	Pension	Educ. Trust Fund	Gross
Journeyman	$19.60	$1.96	$.60	$1.15	$.05	$23.36

The Sheet Metal Workers International Association Local Union 8

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Gross
Journeyman Sheet Metal Worker, Journeyman Welder-Site Metal Worker	$19.71	$1.971	$.40	$.85	$.01	$22.941

Journeyman Welder
Alta 1st Class-Plant 90% of Journeyman rate

Journeyman Welder
Alta 2nd Class-Plant 80% of Journeyman rate

International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers

	Net	H.P.	H. & W.	Pension	Apprentice-ship Fund	Gross
Reinforcing Ironworkers						
Mar 1/87	$12.75	$.918	$.55	$1.00	$.05	$15.268
Oct 1/87	13.25	.954	.55	1.00	.05	15.804
Jan 1/88	13.50	.972	.55	1.00	.05	16.072
Structural & Ornamental Ironworkers, Machinery Movers & Riggers, Alberta Government Certificate Journeyman Welders						
Nov 1/88	$19.50	$1.95	$.71	$1.00	$.05	$23.21
Feb 1/89	19.70	1.97	.84	1.00	.05	23.56

Genesee Contractors Association Cont'd

International Union of Operating Engineers Local 955

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Group 1 Crane Operators (Qualified)						
(A) Conventional Crane to 50 tons	$14.75	$1.06	$.50	$.75	$.03	$17.09
over 50 tons & incl. 125 ton	15.75	1.13	.50	.75	.03	18.16
over 125 ton & up to 225 ton	16.75	1.21	.50	.75	.03	19.24
(B) Hydraulic Crane up to 25 ton	$12.75	$ .92	$.50	$.75	$.03	$14.95
over 25 & up to 65 ton	14.75	1.06	.50	.75	.03	17.09
over 65 ton capacity	15.75	1.13	.50	.75	.03	18.16
(C) Tower Cranes up to 6 ton	$14.25	$1.03	$.50	$.75	$.03	$16.56
over 6 ton capacity	15.00	1.08	.50	.75	.03	17.36
Group 2 Mechanics and/or Machinists (Qualified)						
employed in field	$14.75	$1.06	$.50	$.75	$.03	$17.09
employed in shops	13.75	.99	.50	.75	.03	16.02
Group 4 Qualified Operators						
(A) Special large equipment	$15.00	$1.08	$.50	$.75	$.03	$17.36
(B) Other large equipment	13.75	.99	.50	.75	.03	16.02
Group 5 Qualified Operators	$12.25	$.88	$.50	$.75	$.03	$14.41
Group 6 Qualified Operators	$9.75	$.70	$.50	$.75	$.03	$11.73
Group 7 Qualified Operators	$7.50	$.54	$.50	$.75	$.03	$9.32

Delta Projects Inc. -Petro Canada Inc. Brazeau River Sour Gas Plant Expansion. Multi-Union

Oct 27/88 - Oct 31/89

- 8 hours/day, 40 hours/week, Mon-Fri
- 1 1/2X first 2 hours Mon-Fri, 2x thereafter and Sat, Sun and Holidays
- Two 10 min. breaks
- Hot meal provided at the end of a 10 hour shift and every four hours thereafter
- Recognized Holidays - New Years Day, Good Friday, Victoria Day, Canada Day, Heritage Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and day declared a general holiday by the Federal or Provincial Government.

International Association of Heat and Frost Insulators and Asbestos Workers

	Net	H.P.	H. & W.	Pension	Industrial Fund	Gross
Journeyman Insulators	$19.00	$1.90	$.67	$.80	$.20	$22.57

Foreman: 10% above the Journeyman rate

Apprentice:	4 Year Program *	3 Year Program
	1st year 50%	70%
	2nd year 60%	80%
	3rd year 70%	90%
	4th year 80%	

* Apprentices indentured after June 1, 1982.

International Union of Bricklayers and Allied Craftsmen

	Net	H.P.	H. & W.	Pension	Gross
Red Brick Journeymen	$18.70	$1.87	$.45	$.55	$21.57
Refractory Journeyman	$20.57	$2.06	$.45	$.55	$23.63

Foreman: $1.00 above Journeyman rate

Apprentice:
Probationary: 60%
1st year: 60%
2nd year: 80%
3rd year: 90%

Delta Projects Inc. Cont'd

United Brotherhood of Carpenters and Joiners of America

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Carpenter	$18.32	$1.83	$.62	$.80	$21.57

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 85%
4th year: 95%

Operative Plasterers and Cement Masons International Union Local 924

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Journeyman Cement Masons	$17.48	$1.75	$.55	$.45	$.05	$20.28

Foreman: 10% above Journeyman rate

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 85%

United Brotherhood of Carpenters and Joiners of America

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Interior Systems Mechanics	$18.50	$1.850	$.42	$.80	$0.015	$21.585
Journeyman Lathers - Iron men and Nail-on men (Gypsum Lath and Stucco Wire)	$18.50	$1.850	$.42	$.80	$0.015	$21.585

Apprentice:
First 6 months: 60%
2nd 6 months: 65%
3rd 6 months: 75%
4th 6 months: 80%
5th 6 months: 90%
6th 6 months: 95%

Delta Projects Inc. Cont'd

Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local 372

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Plasterer	$18.49	$1.85	$.55	$.45	$21.34

Foreman: supervising up to 8 workers $1.25 above Journeyman, supervising over 8 workers $1.50 above Journeyman

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 90%

Trainee 3 month period: 50%

International Association of Bridge, Structural and Ornamental Ironworkers Local 720 Ironworkers

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Reinforcing Journeyman	$18.59	$1.86	$.55	$1.00	$.05	$22.05

Foreman: 110% above Journeymen

Apprentice:
1st year: 70%
2nd year: 80%
3rd year: 90%

Construction & General Workers International Union Local 92

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Labourers						
Classification 1	$15.30	$1.53	$.40	$.70	$.15	$18.08
Classification 2	15.40	1.54	.40	.70	.15	18.19
Classification 3	15.50	1.55	.40	.70	.15	18.30
Classification 4	15.65	1.57	.40	.70	.15	18.47

Delta Projects Inc. Cont'd
Construction & General Workers Local 92 Cont'd

CLASSIFICATIONS

1. Labourers, Tradesman Helper, Pump Tenders and Heater Tenders, Swamper, Signalmen, Grademen, Dumpmen, Hookupmen, Snow Blower Operator, Track Layers, Yardmen.

2. Chippermen, Tamperman, Power Buggy Operators, Truck Drivers, Tractor Operators, Tubular Scaffold, Climbing Crane Swamper, Gas Tester, Beltcrete Operator and other tools and conveyance normally used by Labourers, Surveyors Helpers, Concrete Labourers.

3. Vibrator Operator, Bricklayers and Plasterers Helper, Mixerman, Tool Crib Person, Sandblasters, Formsetters, Forklift Operators, Pumpcrete Operators, Drillers, Cement Joint Tile and Pipe Layers, Jeeping Pipe, Pipe Wrappers, Gunite Nozzleman, Underground Labourers, Mucking Machine Operator, Jack Hammerman, Bob Cat Operator, Chain Saw Operator, Swinging Scaffold.

4. Concrete Labourers Grade 1, Powdermen and Air Track Drillers, Mole Operators, Miners, Timbermen.

International Brotherhood of Painters and Allied Trades

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Journeyman: Brush painting, roller painting, building cleaning by hand, paper hanging, wall covering or other sheeting work	$17.60	$1.76	$.40	$.40	$.01	$20.17
Journeyman: Spray painting, sandblasting, rubber tank lining, building cleaning, (steam or other process):	$18.60	$1.86	$.40	$.40	$.01	$21.27

Charge-hand: 104% of Journeyman rate

Foreman: 108% of Journeyman rate

Apprentice:
1st year: 60%
2nd year: 75%
3rd year: 85%

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Local 362

Fuel trucks, concrete transit mix, or other specialized concrete hauling equipment, nodwell drivers, low beds, all types of semi-trailers and dump trucks over 12 cy. (9.17 cubic meters) and up to 35 ton rated capacity and water pulls

Net	H.P.	H. & W.	Pension	Gross
$17.58	$1.76	$.95	$.70	$20.99

Delta Projects Inc. Cont'd
Teamsters Cont'd

All vehicles 35 ton rated capacity up to and including ton rated capacity and Utility Drivers. All vehicles over 60 ton rated capacity - add - ten cents per hour for each additional twenty-five ton rated capacity

Net	H.P.	H. & W.	Pension	Gross
$17.68	$1.77	$.95	$.70	$21.10

Dump trucks over 8 cy. (9.17 cubic meters) tandem axle, water trucks, flat deck with or without winches or A-frame

Net	H.P.	H. & W.	Pension	Gross
$17.53	$1.75	$.95	$.70	$20.93

Dump trucks up to and including 8 cy. (6.12 cubic meters) forklifts, single axle water trucks, manhaul, crummie, bus or other type of equipment requiring Class 2 license, single axle, flat decks with or without winches or A-frames and fuel truck helper

Net	H.P.	H. & W.	Pension	Gross
$17.38	$1.74	$.95	$.70	$20.77

NOTE: When any boards or other apparatus are added to a dump truck for purpose of increasing capacity, the rate applicable to the increased capacity shall be paid

Pick-up trucks and farm tractors

Net	H.P.	H. & W.	Pension	Gross
$17.08	$1.71	$.95	$.70	$20.44

Specialized warehouseman, one having a high degree of knowledge of special materials, re: instruments and components, piping and electrical tools, etc

Net	H.P.	H. & W.	Pension	Gross
$17.93	$1.79	$.95	$.70	$21.37

General receiving and issuing warehouseman

Net	H.P.	H. & W.	Pension	Gross
$17.33	$1.73	$.95	$.70	$20.71

Delta Projects Inc. Cont'd
Teamsters cont'd

Warehouse helpers

Net	H.P.	H. & W.	Pension	Gross
$16.93	$1.69	$.95	$.70	$20.27

General Foreman: $1.65 above highest paid Equipment Operator under his supervision

Foreman: $1.10 above highest paid Equipment Operator under his supervisor

Specialized Warehouseman Working Foreman: $1.15 above the Specialized Warehouseman rate

Warehouse General Foreman: $1.55 above the Specialized Warehouse rate

International Association of Sheet Metal Workers Local 8

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Gross
Journeyman Sheet Metal Worker, Journeyman Sheeter, Journeyman Welder-Jobsite	$19.43	$1.943	$.67	$.85	$.05	$22.943

Journeyman Welder-Alberta First Class: 90% of Journeyman rate

Journeyman Welder-Alberta Second Class: 80% of Journeyman rate

Sub-Foreman: 106% of Journeyman rate

Foreman: 110% of Journeyman rate

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Gross
Qualified Metal Building Erector/Fabricator	$14.80	$1.480	$.67	$.85	$.05	$17.85

Sub-Foreman: $17.35 per hour

Foreman: $18.50 per hour

Apprentice:

Sheet Metal Worker	Welder:Jobsite	Welder:Plant	Sheeter Trainee
1st period: 50%	1st period: 60%	60% of 90%	Probationary: 65%
2nd period: 65%	2nd period: 75%	75% of 90%	1st period: 70%
3rd period: 75%	3rd period: 90%	90% of 90%	2nd period: 80%
4th period: 85%			3rd period: 90%

Delta Projects Inc. Cont'd
Sheet Metal Cont'd

Trainee:
Probationary: 68%
1st period: 73%
2nd period: 80%
3rd period: 89%

	Net	H.P.	H. & W.	Retire. Fund	Benev. Fund	Gross
Truck Driver:						
Senior	$14.80	$1.480	$.67	$.85	$.05	$17.85
Regular	13.15	1.315	.67	.85	.05	16.035

Hotel Employees and Restaurant Employments International Union Local 47

Culinary Workers

	Net	H.P.	H. & W.	Industry Pension	Fund	Gross
Chef Manager						
Sept 1/85	$19.20	$1.92	$.50	$.50	$.10	$22.22
Chef						
Sept 1/85	19.14	1.91	.50	.50	.10	22.15
1st Cook, Baker						
Sept 1/85	17.78	1.79	.50	.50	.10	20.67
2nd Cook						
Sept 1/85	16.79	1.68	.50	.50	.10	19.57
3rd Cook						
Sept 1/85	15.64	1.56	.50	.50	.10	18.30
Butcher						
Sept 1/85	16.90	1.69	.50	.50	.10	19.69
Head Saladman						
Sept 1/85	16.37	1.64	.50	.50	.10	19.11
Head Waiter, Head Camp Attendant, Head Dish Washer, Head Commissary, Warehouseman						
Sept 1/85	14.87	1.49	.50	.50	.10	17.46
Saladman						
Sept 1/85	15.33	1.53	.50	.50	.10	17.96

Delta Projects Inc. Cont'd
Hotel Employees Cont'd

	Net	H.P.	H. & W.	Pension	Industry Fund	Gross
Sandwichman						
Sept 1/85	$15.02	$1.50	$.50	$.50	$.10	$17.62
Dish Washer, Potwasher						
Sept 1/85	14.71	1.47	.50	.50	.10	17.28
Baker's Helper						
Sept 1/85	14.63	1.46	.50	.50	.10	17.19
Waiter, General Help, Commissary						
Sept 1/85	14.55	1.46	.50	.50	.10	17.11
Camp Attendant						
Sept 1/85	14.49	1.45	.50	.50	.10	17.04

Weldwood Forest Products, Kraft Mill Expansion -Project Agreement - Hinton, Alberta -Multi-Union

Oct 2/87 - Jun 30/90

NOTE: Previous name was Champion Forest Products

- 8 hrs./day 40 hrs./wk Mon-Fri
- 2 unscheduled coffee breaks a day
- overtime first 2 hours overtime Mon-Fri 1 1/2 x first 4 hours Sat. 1 1/2, 2x thereafter. Should the employer provide less than 8/hrs. on Sat, the employee shall be paid 2x. 2x Sun. & Statutory holidays
- Hot meal provided after 10th hour - hot meal provided every 4 hours thereafter. Paid for break if work continues
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, and Boxing Day

International Association of Heat & Frost Insulators & Asbestos Workers Local 110

	Net	H.P.	H. & W.	Pension	Ind. Fund	Gross
Journeyman Insulators	$19.20	$1.92	$.45	$.80	$.20	$22.57

Foreman: 10% above Journeyman's rate

Apprentice:

4 Year Program*		3 Year Program	
1st year:	50%	1st year:	70%
2nd year:	60%	2nd year:	80%
3rd year:	70%	3rd year:	90%
4th year:	80%		

* Apprentices indentured after June 4, 1982

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Journeyman Boilermaker	19.82	$1.98	$.75	$1.00	$.15	$23.70

Apprentice:
1st year: 60%
2nd year: 75%
3rd year: 90%

General Foreman: Journeyman rate plus 18%

Foreman: Journeyman rate plus 12%

Assistant Foreman: Journeyman rate plus 8%

Weldwood Forest Products Cont'd

International Union of Bricklayers and Allied Craftsmen Local Union 1

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Red Brick	$18.70	$1.87	$.45	$.55	$21.57
Journeyman Refractory	$20.57	$2.06	$.45	$.55	$23.63

Foreman: shall not be less than $1.00 per hour above the regular Journeyman rate

Apprentice:
Probationary: 60%
1st year: 60%
2nd year: 80%
3rd year: 90%

The United Brotherhood of Carpenters and Joiners of America - Local Union No. 1322 of Edson, Alberta

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Carpenter	$18.50	$1.85	$.42	$.80	$21.57

Foreman: Journeyman rate plus 10% to nearest 5¢ per hour

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 85%
4th year: 95%

Operative Plasterer's and Cement Masons' International Association of the United States and Canada Local 924

	H.P.	H.W.	Pension	Retire. Fund	Training Fund	Gross
Journeyman Cement Mason	$17.66	$1.76	$.35	$.45	$.05	$20.27

Foreman: 10% above the Journeyman rate

Weldwood Forest Products Cont'd
Plasterers' and Cement Masons Cont'd

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 85%

Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local 372

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Plasterer	$18.85	$1.88	$.35	$.25	$21.33

Foreman: $1.25 above the minimum Journeyman rate (supervising up to 8 workers)

Supervisor: $1.50 above the minimum Journeyman rate (over 8 workers)

Apprentice:
1st year: 65%
2nd year: 75%
3rd year: 90%

Trainee (3 month period): 50%

Hotel Employees and Restaurant Employments International Union Local 47

Culinary Workers

	Net	H.P.	H. & W.	Pension	Industry Fund	Gross
Chef Manager Sept 1/85	$19.20	$1.92	$.50	$.50	$.10	$22.22
Chef Sept 1/85	19.14	1.91	.50	.50	.10	22.15
1st Cook, Baker Sept 1/85	17.78	1.79	.50	.50	.10	20.67
2nd Cook Sept 1/85	16.79	1.68	.50	.50	.10	19.57
3rd Cook Sept 1/85	15.64	1.56	.50	.50	.10	18.30

Weldwood Forest Products Cont'd
Hotel Employees Cont'd

	Net	H.P.	H. & W.	Pension	Industry Fund	Gross
Butcher						
Sept 1/85	$16.90	$1.69	$.50	$.50	$.10	$19.69
Head Saladman						
Sept 1/85	16.37	1.64	.50	.50	.10	19.11
Head Waiter, Head Camp Attendant, Head Dish Washer, Head Commissary, Warehouseman						
Sept 1/85	14.87	1.49	.50	.50	.10	17.46
Saladman						
Sept 1/85	15.33	1.53	.50	.50	.10	17.96
Sandwichman						
Sept 1/85	15.02	1.50	.50	.50	.10	17.62
Dish Washer, Potwasher						
Sept 1/85	14.71	1.47	.50	.50	.10	17.28
Baker's Helper						
Sept 1/85	14.63	1.46	.50	.50	.10	17.19
Waiter, General Help, Commissary						
Sept 1/85	14.55	1.46	.50	.50	.10	17.11
Camp Attendant						
Sept 1/85	14.49	1.45	.50	.50	.10	17.04

The International Brotherhood of Electrical Workers Local Union 254 + 424

	Net	H.P.	H. & W.	Pension	Education Trust Fund	Gross
Journeyman	$19.60	$1.96	$.60	$1.15	$.05	$23.36

General Foreman: 118% above Journeyman rate

Sub-foreman: 112% above Journeyman rate

Foreman: 105% above Journeyman rate

Apprentice:
1st year: 45%
2nd year: 55%
3rd year: 65%
4th year: 75%

Weldwood Forest Products Cont'd
Electrical Workers Cont'd

International Association of Bridge Structural & Ornamental Ironworkers' Local 720

	Net	H.P.	H. & W.	Pension	Industry Fund	Gross
Structural						
Journeyman	$19.35	$1.935	$.55	$1.00	$.05	$22.885
Foreman	21.30	2.130	.55	1.00	.05	25.030
Reinforcing						
Journeyman	$18.59	$1.859	$.55	$1.00	$.05	$22.049
Foreman	20.69	2.069	.55	1.00	.05	24.359

Apprentice:
1st year: 70%
2nd year: 80%
3rd year: 90%

Construction and General Workers' Union Local 92

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Classification 1	$15.30	$1.53	$.40	$.70	$.15	$18.08
Classification 2	15.40	1.54	.40	.70	.15	18.19
Classification 3	15.50	1.55	.40	.70	.15	18.30
Classification 4	15.65	1.57	.40	.70	.15	18.47

Labour Foreman: 10% above the highest classification

General Foreman: 10% above Foreman

Classifications

1. Labourers, Tradesman Helper, Pump Tenders and Heater Tenders, Swamper, Signalmen, Grademen, Dumpmen, Hookupmen, Snow Blower Operator, Track Layers, Yardmen

2. Chippermen, Tampermen, Power Buggy Operators, Trunk Drivers, Tractor Operators, Tubular Scaffold, Climbing Crane Swamper, Gas Tester, Beltcrete Operator and other tools and conveyance normally used by Labourers, Surveyors Helpers, Concrete Labourers.

Weldwood Forest Products Cont'd
Labourers' Cont'd

Classifications Cont'd

3. Vibrator Operator, Bricklayers and Plasterers Helper, Mixermen, Tool Crib Person, Sandblasters, Formsetters, Forklift Operators, Pumpcrete Operators, Drillers, Cement Joint Tile & Pipe Layers, Jeeping Pipe, Pipe Wrappers, Gunite Nozzle Men, Underground Labourers, Mucking Machine Operator, Jack Hammerman, Bob Cat Operator, Chain Saw Operator, Swinging Scaffold.

4. Concrete Labourers Grade 1, Powdermen and Air Track Drillers, Mole Operators, Miners, Timberman

United Brotherhood of Carpenters and Joiners of America-Millwrights Local Union 1460

	Net	H.P.	H. & W.	Pension	Industry Fund	Gross
Journeyman	$19.68	$1.97	$.65	$.96	$.03	$23.32

Foreman: $21.68 per hour

General Foreman: $22.78 per hour

Apprentice:
1st year: 60%
2nd year: 70%
3rd year: 80%
4th year: 90%

International Union of Operating Engineers

GROUP 1
Crane 12 ton capacity and over; piledriver (man in charge of hammer and leads); boring machine LDH equivalent and larger; sideboom; stiff-leg; guy derrick; gin or guy pole; hoist used for hoisting, lowering and or erecting; dragline, hoe, shovel, clam, 1 1/2 cubic yard and over; hammerhead and tower cranes 3 ton capacity and over; concrete pump with 60 feet of boom or over, of 110 cu. yd. per hour capacity and over or, 1000 PSI pressure and over; machinists; mechanical; welder; survey instrument person

Net	H.P.	H. & W.	Pension	Training Fund	Gross
$19.22	$1.92	$.50	$.75	$.05	$22.44

Weldwood Forest Products Cont'd
Operating Engineers Cont'd

GROUP 2
Hammerhead and tower cranes up to 3 ton; crawler and mobile cranes up to 12 ton; boring machine MF and equivalent; trench type ditching machine (over 140 Cleveland); concrete pump with less than 60 feet or boom, or, less than 110 cu. yd. per hour capacity, or, less than 1000 PSI pressure; dragline, hoe, shovel, clam over 1/2 cu. yd. capacity and up to 1 1/2 cu. yds; front end loader 5 cu. yd. capacity and up to 10 cu. yds; quad-tractor (one operator); motor scraper 657 and larger; crawler tractors larger than D9 or equivalent

Boom or mast mounted cabs on all hammerhead and tower cranes add 15 cents per hour to tire rate

Net	H.P.	H. & W.	Pension	Training Fund	Gross
$18.97	$1.89	$.50	$.75	$.05	$22.160

GROUP 3
Dragline, hoe, clam, shovel up to and including 1/2 cu. yd; crawler tractor with attachments such as dozer, scraper, over 75 B.H.P. and up to and including D9 or equivalent, motor scraper up to 657 capacity; front end and overhead loader 1 cu yd. capacity and up to 5 cu. yds. (including bobcat type); concrete mixer 1 cu yd. capacity and over; crusher; batch plant; a frame; lowboy; grader; service truck; lubricator; boring machine BDH equivalent and smaller; partsman; compaction equipment with attachments

Net	H.P.	H. & W.	Pension	Training Fund	Gross
$18.57	$1.86	$.50	$.75	$.05	$21.73

GROUP 4
Crawler tractors with attachments such as dozer and scraper up to and including 75 B.H.P.; front end and overhead loaders up to 1 cu. yd. (including bob cat type); concrete mixer up to 1 cu. yd; single drum skip hoist; elevator operator; dump truck operator; forklift; sideloader; operated self-propelled and towed compaction equipment; single drum hoist used for purposes other than specified in Group 1; partsman's helper

Net	H.P.	H. & W.	Pension	Training Fund	Gross
$17.45	$1.75	$.50	$.75	$.05	$20.50

GROUP 5
Oiler, assistant operator; water pumps; compressors; mechanical heater (Herman Nelson, Dravo type); tow tractor without attachments; mechanic's helper; gas tester (sniffer); boring machine helper; rigger for Frank-type machine

Net	H.P.	H. & W.	Pension	Training Fund	Gross
$16.59	$1.66	$.50	$.75	$.05	$19.55

Weldwood Forest Products Cont'd
Operating Engineers Cont'd

Steam Engineers:
2nd Class: $19.22
3rd Class: $19.97
4th Class: $18.77

Fireman: $18.57

Foreman: supervising up to five Operating Engineer Journeyman rate plus 8%
supervising five or more Journeyman rate plus 12%

General Foreman: 16% above the Foreman rate

General Teamster Local Union No. 362

Fuel trucks, concrete transit mix, or other specialized concrete hauling equipment, nodwell drivers, low beds, all types of semi-trailers and dump trucks over 12 cy. (9.17 cubic metres) and up to 35 ton rated capacity and water pulls

Net	H.P.	H. & W.	Pension	Gross
$17.77	$1.78	$.85	$.70	$21.10

All vehicles 35 ton rated capacity up to and including 60 ton rated capacity and utility drivers. All vehicles over 60 ton rated capacity add ten cents (10¢) per hour for each additional twenty-five (25¢) ton rated capacity

Net	H.P.	H. & W.	Pension	Gross
$17.87	$1.79	$.85	$.70	$21.21

Dump trucks over 8 cy. (6.12 cubic metres) and up to 12 cy.(9.17 cubic meters) tandem axle, water trucks, flat deck with or without winches or A-frame

Net	H.P.	H. & W.	Pension	Gross
$17.72	$1.77	$.85	$.70	$21.04

Dump trucks up to and including 8 cy. (6.12 cubic meters) forklifts, single axle water trucks, manhaul, crummie, bus or other type of equipment requiring Class 2 license, single axle, flat decks with or without winches or A-frames and fuel truck helper

Net	H.P.	H. & W.	Pension	Gross
$17.57	$1.76	$.85	$.70	$20.88

Pick-up trucks and farm tractors

Net	H.P.	H. & W.	Pension	Gross
$17.27	$1.73	$.85	$.70	$20.55

Weldwood Forest Products Cont'd
Teamsters Cont'd

Specialized warehouseman, one having a high degree of knowledge of special materials, re: instruments and components, piping and electrical, tools, etc.

Net	H.P.	H. & W.	Pension	Gross
$18.12	$1.81	$.85	$.70	$21.48

General receiving and issuing warehouseman

Net	H.P.	H. & W.	Pension	Gross
$17.52	$1.75	$.85	$.70	$20.82

Warehouse helpers

Net	H.P.	H. & W.	Pension	Gross
$17.12	$1.71	$.85	$.70	$20.38

General Foreman: $1.65 above highest paid equipment operator under his supervision

Foreman: $1.10 above highest paid equipment operator under his supervision

Specialized Warehouseman Working Foreman: $1.15 above specialized warehouseman rate

Warehouse General Foreman: $1.55 above specialized warehouseman rate

<u>International Brotherhood of Painters and Allied Trades</u>

	Net	H.P.	H. & W.	Pension	Painter Joint Trade Board	Gross
Journeyman: Brush painting, roller painting, building cleaning by hand, paper hanging, wall covering or other sheeting work	$17.60	$1.76	$.40	$.40	$.01	$20.17
Journeyman: Spray painting, sandblasting, rubber tank lining, building cleaning (steam or other process)	$18.60	$1.86	$.40	$.40	$.01	$21.27

Charge-hand: 104% above Journeyman rate

Foreman: 108% above Journeyman rate

Apprentice:
1st year: 60%
2nd year: 75%
3rd year: 85%

Weldwood Forest Products Cont'd
Painters Cont'd

United Association of Journeyman and Apprentices of the Plumbing & Pipefitting Industry Local Union #488

	Net	H.P.	H. & W.	Pension	Educational Trust Fund	Supp. Fund	Gross
Journeyman Plumbers Steamfitters, Pipefitters and Welders							
	$19.47	$1.95	$.60	$1.10	$.07	$.02	$23.20

Foreman: 112.5% of the Journeyman rate

General Foreman: 125% of the Journeyman rate

Apprentice:
1st year: 50%
2nd year: 60%
3rd year: 70%
4th year: 80%

Sheet Metal Workers International Association

	Net	H.P.	H. & W.	Retirement Fund	Benevolent Fund	Gross
Journeyman Sheet Metal Worker, Journeyman Welder-Jobsite, Journeyman Sheeter						
	$19.43	$1.943	$.67	$.85	$.05	$22.943

Journeyman Welder Alberta First Class -Plant: 90% of the Journeyman rate

Journeyman Welder Alberta Second Class -Plant: 80% of the Journeyman rate

Sub-Foreman: 106% of the Journeyman rate

Foreman: 110% of the Journeyman rate

Apprentice:

Sheet Metal Worker	Welder-Jobsite	Welder-Plant	Sheeter
1st period: 50%	1st period: 60%	1st period: 60% OF 90%	Probationary: 65%
2nd period: 65%	2nd period: 75%	2nd period: 75% of 90%	1st period : 70%
3rd period: 75%	3rd period: 90%	3rd period: 90% of 90%	2nd period : 80%
4th period: 85%			3rd period : 90%

Weldwood Forest Products Cont'd
Sheet Metal Workers Cont'd

	Net	H.P.	H.& W.	Retirement Fund	Benevolent Fund	Gross
Qualified Metal Building Erector/Fabricator, Senior Truck Driver						
	$14.80	$1.480	$.67	$.85	$.05	$17.85
Regular Truck Driver						
	$13.15	$1.315	$.67	$.85	$.05	$16.035

Sub-Foreman: 117.25% of the Qualifier Erector/Fabricator rate

Foreman: 125% of the Qualified Erector/Fabricator rate

Trainee: Probationary: $10.00
1st period: $10.75
2nd period: $11.85
3rd period: $13.15

United Brotherhood of Carpenters and Joiners of America Local 1325 and Local 1779

	Net	H.P.	H. & W.	Pension	Gross
Journeyman Lather					
Nov 1/83	$18.50	$1.85	$.42	$.80	$21.57

Foreman: supervising up to 8 men $1.25 above Journeyman rate, supervising over 8 men $1.50 above Journeyman rate

Apprentice:

1st 6 months:	60%	4th 6 months:	80%	6 months = 900 hours of work experience
2nd 6 months:	65%	5th 6 months:	90%	
3rd 6 months:	75%	6th 6 months:	95%	

United Brotherhood of Carpenters and Joiners of America

	Net	H.P.	H. & W.	Pension	Apprenticeship Fund	Gross
Interior Systems Mechanic						
Nov 1/83	$18.50	$1.85	$.42	$.80	$.015	$21.585

Foreman: 10% above the Journeyman rate

Apprentice:

1st 6 months:	60%	4th 6 months:	80%	6 months = 900 hours of work experience
2nd 6 months:	65%	5th 6 months:	90%	
3rd 6 months:	75%	6th 6 months:	95%	

Spartan (Oldman River Dam Project) -Pincher Creek United Mineworkers of America
Local #2633

Jun 1/87 - Oct 31/88

- 8 hours/day 44 hours/week, Monday - Sunday
- 1 1/2X regular overtime Mon - Sun, 2X on days of rest (Sunday) and General Holidays
- General Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Group 1 Labourers, Tradesmen's Helper, Concrete Labourers, Pump Tenders and Heater Tenders, Truck Swamper, Signalmen, Grademen, Dumpmen, Snow Blower Operator, Jeeping Pipe, Track Layers, Bus Drivers, Tire Servicemen, Oilers, Servicemen's Helpers.

Net	H.P.	H. & W.	Pension	Gross
$ 8.50	$.680	N/A	N/A	N/A

Group 2 Chippers, Tamperman, Power Buggy Operators, Truck Drivers, Bob Cat Operators, Tractor Operators, Hookupmen, Tubular Scaffold, Swinging Scaffold, Tool Crib, Warehousemen, Gas Tester, Beltcrete Operator, Chain Saw Operator and other Tools and Conveyance normally used by Labourers, Surveyors Helpers, CAT (D-5 and Under), Motor Scrappers, Off Road Vehicle Under 15 ton.

Net	H.P.	H. & W.	Pension	Gross
$10.75	$.860	N/A	N/A	N/A

GROUP 3 Pipefitter, Formsetters, Forklift Operators, Driller, Layers, Underground Labourers, Jack Hammerman, Air Track Drillers, Crane Operators (12 ton and under), Frontend Loader, CAT (above D-5), Shovel, Dragline, Backhoe, and similar equipment.

Net	H.P.	H. & W.	Pension	Gross
$12.75	$1.02	N/A	N/A	N/A

GROUP 4 Pumpcrete Operators, Nozzleman, Mucking Machine Operator, Powderman, Mole Operators, Miners, Timbermen, Gomancho Machine Operators, Scooptram Operators, Blasters, Jumbo Operators.

Net	H.P.	H. & W.	Pension	Gross
$13.50	$1.08	N/A	N/A	N/A

GROUP 5 All Journeyman, Tradesmen, (Carpenters, Plumbers, Mechanics, Welders, Machinists, Electricians, etc.); Crane Operators (in excess of 12 ton), Surveyors.

Net	H.P.	H. & W.	Pension	Gross
$14.75	$1.18	N/A	N/A	N/A

NOTE: Holiday pay is 8%.